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ABSTRACT

This study was an experimental project to investigate how educational resources and skills might be organized and applied to major manpower problems at the state and local level with emphasis on the role of the university in the manpower planning activities of the state of Illinois. The report describes the participation of university personnel in efforts to train manpower planning personnel at the state and local level, to develop models for research and analysis on manpower planning and coordination problems, and to assess the problems of joint governmental-university efforts. Experience on the project indicated organizational dificiencies both in the university and in state government. Establishment of an adequately staffed state agency with overall responsibility for manpower programs that can efficiently utilize the services available from the university is recommended. (Author)

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DEVELOPMENT OF A MODEL UNIVERSITY HUMAN RESOURCES PROGRAM

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July, 1971

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A number of graduate students at the Institute of Labor and Industrial Relations contributed importantly to the project as research assistants. Michael Reynolds and Richard Shrode assembled much of the statistical material exhibited in the appendices. Fred Dansereau did the computer programming, managed much of the data processing, and developed the Computer Assisted Manpower Planning and Service System presented in Appendix 13. Miss Joyce Bolinger and H. Quinn Anderson were associated with the project during the summer of 1970 and assisted in our attempts to assemble manpower program data for Illinois.

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The University of Illinois
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INTRODUCTION

Background

In the Spring of 1968, the faculty of the Institute of Labor and Industrial Relations at the University of Illinois proposed the establishment of a Human Resources Program in the Institute. Elements of the proposed program included gathering and evaluation of information on current manpower programs in the State and the dissemination of such information to operating manpower agencies; evaluative research on operating manpower programs in the State; cooperation with and participation in programs of other governmental and academic agencies concerned with urban problems; development of a graduate curriculum for the training of professional personnel for the human resources field; and the possible development of a State manpower plan. The proposed program was visualized as a State-wide in scope but devoting its main efforts to critical human resources problems in the major urban areas. Implementation of the proposed program required additional staff and financing beyond those available for the existing Institute industrial relations teaching, research, and public service programs (Appendix 1, Prospectus for the Establishment of a Human Resources Program).

The proposed program was submitted to University officials in August, 1968, together with a request for funding for the coming biennium. The sum of $68,500 was requested for fiscal year 1969-70 and $100,000 for 1970-71. The program and the funds requested were approved by the administration and by the Board of Trustees of the University in the Fall of 1968 and forwarded to the State Board of Higher Education for its review and

approval. The final step would be approval of the University's proposed budget by the State legislature and Governor sometime before July 1, 1969, and if approved, funds would be available in the Fall.

The lengthy approval process, together with start-up time requirements, meant that the program could probably not become operative until sometime in 1970. In order to avoid some of this delay, the Manpower Administration, U.S. Department of Labor, was asked to provide funds in the amount of approximately $15,000 to initiate the Human Resources Program at the University of Illinois in 1969 and, on the basis of its experience in developing its own program, the Institute would attempt to set forth a possible model that could be used by other universities as a guide in the creation of human resources programs (Appendix 2, Project Proposal Abstract). A contract between the U.S. Department of Labor and the University of Illinois for this purpose was executed in April, 1969.

Unfortunately, severe budget constraints resulted in the rejection of the Institute's proposal for the establishment of a Human Resources Program by the State Board of Higher Education and no State funds were appropriated. As a result, the funds from the Manpower Administration could not be used for the planning and developmental stage of an Institute Human Resources Program.

The Project Approach

Nevertheless, several Institute faculty members had an interest in pursuing the question of how educational resources and skills might be organized and applied to major state and urban manpower problems. They felt that at least some of the aspects of the proposed Human Resources Program could be explored on an experimental basis. Efforts could be made, for example, to develop working relationships with administrators of manpower

programs, and experimental projects could be initiated when such working relationships identified specific needs to which the University could contribute. Whether such activities would result in a "model" program was problematical, but the approach offered the possibility of both delivering useful services and developing insights into the problems of university involvement in manpower activities.

This exploratory approach was adopted. As a first step contacts were made with key people concerned with manpower problems in the State, particularly in urban areas like Chicago. Introductory discussions about the interest of the University in manpower problems and programs were conducted with appropriate persons in such agencies as the Chicago Association of Commerce and Industry, the Illinois Chamber of Commerce, the YMCA of Metropolitan Chicago, the Chicago Alliance of Businessmen, the Midwest Division of the National Association of Manufacturers, the Human Resources Development Institute (AFL-CIO) and the Bureau of Employment Security of the Illinois Department of Labor. In addition, officials of about a dozen organizations conducting training and other types of manpower programs, many of them private industrial firms, were interviewed. Although these contacts and discussions revealed a number of important operational problems associated with conducting manpower programs, some of which had obvious potential for University research or service, they did not suggest a good starting point for initiating University involvement.

We began, therefore, to look more closely at governmental manpower activities at the State level. A number of our own faculty members had been involved in the past in manpower activities at the State level. One had been a member of Governor Otto Kerner's Committee on Unemployment created in 1961. Among other activities, the Committee co-sponsored a

state-wide Governor's Conference on Youth Unemployment and a survey of the characteristics of the unemployed in Illinois. The same faculty member held membership on the downstate MDTA Advisory Committee, which reviewed programs and plans for training under the Manpower Development and Training Act. Another faculty member served on Governor Kerner's Illinois Manpower Advisory Council, composed of representatives from universities, industry, labor and other groups and charged with analyzing State manpower problems and recommending policy changes to the Governor. The Council initiated a number of projects but passed out of existence when the State governorship changed hands in January, 1969. Although these activities did not represent major university participation in State manpower programs, they provided valuable background on the problems involved in formulating a State manpower program.

The new governor, Richard Ogilvie, had given evidence of intense interest in the State's manpower problems. One of his first acts as governor early in 1969 was the establishment of the Governor's Office of Human Resources. The office was to coordinate information for all human resource areas--including health, welfare, education, housing, mental health, and manpower; furnish technical assistance to Community Action Agencies, the State Economic Opportunity Office, and the State Model City programs; establish branch offices around the State to serve an ombudsman function for the poor; and initiate innovative programs which could later be incorporated into the programs of the State's regular operating departments. One of its highest priorities was to be manpower.

Indications early in 1969, therefore, were that the State government would play an increasingly significant role in the development of manpower planning and programing in Illinois. These new and expanding

manpower activities appeared to offer a promising laboratory to experiment with ways in which a University human resources program could make a significant contribution. We decided, therefore, to concentrate our efforts on the role of the University in the State with respect to governmental manpower activities.

Our first step was to offer our assistance to the Director of the Governor's Office of Human Resources. We were not offering large resources. The two of us were prepared to devote part of our time as faculty members to the project. In addition, during the life of the project we had the services of one or two half-time graduate assistants and funds for supplies and travel. A State-wide Governor's Manpower Conference sponsored by the Governor's Office of Human Resources provided the opportunity for our initial involvement. We served on the planning committee, prepared the background material, participated as workshop chairman and resource person, and authored the conference report to the Governor. In addition, the conference opened up contacts that led to participation in other program activities.

The remainder of this report sets forth the nature of the activities we engaged in, the contributions we tried to make, and the problems involved in State-university cooperative efforts in the manpower field. Potential elements of a human resources program, based on the experience of this project, are also reviewed.

TRAINING AND EDUCATION

The Governor's Manpower Conference was an auspicious beginning at an effort to review State manpower problems and to consider what is required to deal effectively with them. The Conference report provides a very useful base from which the State could build a rational manpower system in

Illinois (Appendix 3, Governor's Manpower Conference Report). Progress in building such a system in Illinois, however, has been slow. Had State activities moved more quickly in this direction, our efforts at the University would have undoubtedly paralleled this development; that is, there would have been areas in which the University was particularly qualified to contribute to the development of a State Manpower System. As it happened, the Governor's Office of Human Resources went on to other endeavors, sponsored conferences in other areas, such as housing and vocational education, and became involved in crisis intervention in various locations in the State. The director of the Office left his position after a very short tenure, and the thrust toward developing a rational manpower system in Illinois was aborted.

Nevertheless, some activities did go forward, and our participation in the Manpower Conference opened up other avenues of opportunity. One of these was the opportunity to work with the Illinois Cooperative Area Manpower Planning System (CAMPS). At the time, the State CAMPS Committee was chaired by Mr. Samuel Bernstein, Director of the Illinois Bureau of Employment Security. We had worked with both him and the Executive Director of CAMPS on the planning committee for the Governor's Conference. Shortly after the Conference we were appointed to membership on the State CAMPS Committee (a sounder arrangement might have been for us to be attached to CAMPS as consultants rather than members), and we served on a number of CAMPS subcommittees, including its Research Subcommittee.

At this time (Spring, 1969) the CAMPS structure in Illinois included the State Committee and two local area committees in Chicago and in East St. Louis. The Chicago and East St. Louis Committees were responsible for preparing plans for the utilization of federal manpower funds in

those two cities, and the State Committee had the same responsibility for the entire State. In the summer of 1969 the State Committee established a Balance-of-State Committee to assume this responsibility for all areas outside Chicago and East St. Louis, and appointed us co-chairman of the committee. The assigned task was to prepare the CAMPS Balance-of-State plan for fiscal year 1970. Although the deadline left too little time available for the task, it gave us first-hand experience with the problems of developing a coherent picture of manpower activities at local levels. Among other things, the experience revealed the gross deficiency of relevant information and the difficulties inherent in securing voluntary cooperation from the many agencies involved.

In the meantime, the State Committee was developing a plan to divide the state into nine CAMPS areas, each with a CAMPS area committee responsible for developing plans for the utilization of federal manpower monies. The entire state was to be encompassed in the organizational arrangement, and expectations were that the nine local committees would be appointed and operational in time to begin working on the fiscal year 1971 CAMPS plans by the beginning of 1970 (see Appendix 4, a map showing the nine CAMPS areas in Illinois).

Manpower Training Workshops

To prepare the local committees for the task assigned them, the State CAMPS Committee asked the Institute of Labor and Industrial Relations to undertake a training program. In consultation with the staff of the State CAMPS secretariat, we worked out the following procedure:

(1) We would meet with the State CAMPS Research Subcommittee (which was comprised of representatives of the research staffs of the major State agencies responsible for manpower programs) to identify data

available on an area (e.g. county) basis, to get suggestions from them on the organization of this material, and to explore the development of new data.[1]

(2) We would develop a tentative training program.

(3) We would test the program in an experimental training workshop for State and Federal officials involved in the Illinois CAMPS operation. These workshop participants would be high-level agency officials familiar with CAMPS and manpower problems who would be able to evaluate the training program and contribute to its improvement.

(4) We would conduct a training workshop for members of one of the area CAMPS committees.

(5) Based on the above experience, we might conduct training workshops for other area CAMPS committees, or for the Chairmen of other committees, or we might act as consultants or trainers for faculty members at other universities in the State who, in turn, might serve a training function for the CAMPS committees in their areas.

The basic premise of the workshop program was that the area CAMPS committees should function as genuine manpower planning and coordination bodies rather than simply putting a cover on the plans of individual agencies and signing off. The training program contained the following elements (see Appendix 5, Manpower Training Workshop Agenda):

(1) The historical context, including the development of manpower

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1. Our efforts to construct a data base for use by the area CAMPS committees are discussed in the next section on Data Resources and Analysis.

and employment policies from the 1930's through the 1960's and efforts (like CAMPS) to improve interagency cooperation. The purpose was to broaden the view of participants beyond their individual agency goals and practices, to improve their understanding of the general rationale behind manpower programs, and to familiarize them with the entire CAMPS structure and its operational requirements, strengths, and weaknesses.

(2) Data requirements for local-level planning and coordination. The purpose was to emphasize that the first step in planning and coordination is the development of an adequate data base from which manpower problems, developments, and improvements can be identified. A data book for one of the local CAMPS areas was compiled for use in this section, and the nature, sources, importance, and deficiencies of information were analyzed.

(3) Identification of local manpower problems. The purpose was to demonstrate the use of existing data and knowledge for identifying local area manpower problems.

(4) Program analysis. The purpose was to assess the ability and responsibility of existing agencies to meet whatever problems were identified, and to emphasize the need to plan for eliminating overlap and filling gaps in services.

(5) The mechanics of planning and program implementation. The purpose was to identify barriers to effective planning and coordination and the value (pay off) of overcoming them.

The above program was presented at the experimental workshop for State and Federal officials on November 12th and 13th, 1969. A slightly revised version was then given to a workshop for one of the newly-appointed area CAMPS committees (Area F) on December 9th and 10th (see Appendices 6 and 7 for the program structure).

No further workshops were conducted. Other area committees were not given training because the CAMPS secretariat did not take the initiative to make the arrangements, mainly because of the press of other business.[2] One other area committee contacted faculty members in the Business School at Southern Illinois University for assistance, and we met with those faculty members to discuss our activities. Apparently they then worked with their local CAMPS committee in a consultative relationship.

No formal method of evaluating the training workshops exists. Our own judgment and informal feedback from participants and the CAMPS staff indicate that they were useful. However, the workshop for State-level and Federal officials was more effective than the one for the local CAMPS committee. One reason for this appeared to be that the State-level and Federal participants were less suspicious of the objectives of the training and more willing to discuss problems openly. We had had previous contact with many of them in connection with our work with the State CAMPS Committee, as a result of which they had more confidence in us than did members of the local CAMPS committee, and rapport was easier to establish in the teaching situation. The experience of the participants also affected the outcome of the workshops. The State-level people had been working with each other on CAMPS activities for some time and knew the problems involved. In the workshop we could build on this knowledge and move ahead with problem-solving. The local CAMPS members came to the workshop cold. The workshop session was the first time the participants had been brought together. They didn't know each other, didn't know us, had only the dimmest idea of what CAMPS and the training workshop were all about, and were worried that

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2. The State CAMPS secretariat has always suffered from a shortage of staff which makes planning for programs beyond the day-to-day activities difficult.

they might prejudice their individual agency's interests. Candid discussion of area manpower problems was much more difficult to encourage.

The experience highlights the inadequacy of a single training effort and the need for establishing ongoing relationships with manpower operatives and organizations. For an effective relationship, the University and the individuals and agencies need to work with each other over a period of time so that the two parties build upon proven knowledge and relationships. We began to develop that kind of ongoing relationship with the local Area F CAMPS committee. These efforts are discussed later in the report when we analyze on a broader level the ability of the University to work effectively with government.

Our experience with the training suggests the following conclusions:

(1) University sponsored training programs can make important contributions to the development of State manpower programs. The state of the art of developing rational manpower programs and systems at both the state and local level is in the developmental stage, and much is to be gained through cooperative efforts by universities and State agencies.

(2) Effective training relationships require that university personnel involved in manpower training activities be active participants in the field in which they are doing the training. That is, some sort of consultative relationship needs to be established between university personnel and the servicing agencies. Our experience in Illinois indicates that such relationships can be developed. Agency officials were not only cooperative but eager to have whatever contribution the University could make to their work.

(3) Establishing effective University-State relationships for training purposes involves difficulties for both sides. The organization of

State manpower activities is in a state of flux, which makes it difficult to identify what the key activities and key operating units will be. We directed our training efforts to CAMPS personnel. About the time we completed the training CAMPS activities declined drastically at the State level. Since then the State CAMPS committee has met only infrequently and the staff has been reduced in size. It is not clear how important a role CAMPS will play in State manpower activities in the future. The search for organizational mechanisms may go on for some time, and until the structure is stabilized it will be difficult to develop a training program.

From the University side, establishing the necessary relationships with State agencies is a time-consuming effort. We attempted it on a part-time basis and this is not satisfactory for the long run. Competing commitments make it impossible to sustain the degree of involvement with State agencies that is necessary for developing an ongoing and effective program.

Training Graduate Students for Manpower Careers

The Institute of Labor and Industrial Relations has for 25 years offered graduate instruction leading to the Master of Arts degree in labor and industrial relations. Since 1966 it has also offered the Ph.D. degree. Currently, most of its students (55 out of 70) are in the M.A. curriculum, which is a multi-disciplinary program designed to prepare students for professional careers in industry, unions, and government, in personnel management, labor relations, and research and which also provides a base on which students can pursue more advanced training in the social sciences, law, and related fields. The careers of most graduates of the M.A. program have entailed general industrial relations responsibilities, frequently in private industry as personnel or employee relations managers, or have developed along such specialist lines as contract administration, wage

and salary administration, or training and management development. The work of a few has centered on such manpower specialties as equal employment opportunity, either in government or industry.

The Institute's curriculum and the research of its faculty have for many years contained important "manpower" elements. Faculty recognition of the expanding need for personnel with advanced training in manpower, however, has led to a substantial strengthening of our program in this field. Faculty composition reflects the changing emphasis. Several persons recently added to the faculty have a primary interest in manpower problems, and the research interests of others have shifted in this direction. We currently have faculty members in sociology, psychology and economics on the Institute's staff whose work is primarily or substantially devoted to the study of manpower and related problems.

Revisions in the M.A. curriculum also reflect the change. About the same time this project was initiated, the faculty undertook a review of its program for the M.A. degree. One change adopted by the faculty was a requirement that each student in the non-thesis program be required to choose an "area of concentration" and one of the options provided was Manpower Utilization and Development.[3] The revised program requirements became effective for the 1969-70 academic year.

Students selecting the manpower option for their M.A. degree take a minimum of 40 per cent of their course work from offerings in the manpower and related fields. As is the case for all students, their course selection must reflect a multi-disciplinary distribution.

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3. The other three options are Unions, Management and Labor Relations Policy; International Industrial Relations; and Organizational Behavior and Personnel Administration.

We have admitted two classes of students at the Institute since the manpower option was made available as an area of concentration (perhaps 60 to 70 students). Thus far, only a handful have chosen the manpower concentration. The reasons for this small inroad are not entirely clear. Despite the increasing number of job opportunities, it is probable that students are not yet convinced of the career opportunities for them in the field. Those who have some interest in manpower frequently take one or two related courses but tailor their overall program for more general career possibilities.

In addition to the formal curriculum, however we attempt to create interest and competence in the manpower field through student participation in faculty research projects. More students serve as research assistants on labor market and other manpower studies than in any other area.

Our instuctional program will undoubtedly undergo further change over time, including experimentation with new courses. Student interest will probably expand if a sufficient number of attractive placements develop for students who go through the program. The development of summer internships in manpower positions would also be helpful in stimulating both student interest and placement opportunities.

DATA RESOURCES AND ANALYSIS

The project's initial work on the human resources program made it very clear that data gathering, analysis, and dissemination constituted one of the most important deficiencies in state and local manpower planning and programs. Throughout the project, considerable effort was put into the development of information frameworks, working with various agencies on the provision of data and assembling data collections for demonstration purposes.

Project Activities

The report which the project prepared of the Governor's Manpower Conference covered many of the most important aspects of the data problem. Among the major recommendations made in the report were those for (1) the development of a state manpower model for forecasting purposes, (2) the establishment of an office of statistical services at the state government level to provide useful, consistent and comprehensive statistics for policy making, (3) an expansion of existing statistical programs to yield better small-area data, (4) the coordination of manpower statistics to provide consistent definitions and geographic breakdowns, and (5) the inventorying and dissemination of manpower program data. In addition, some general recommendations were made in regard to program evaluation data (see Appendix 3, Governor's Manpower Conference Report).

Subsequently the main efforts of the project shifted to data problems related to the State CAMPS operation. In the process of chairing the Balance-of-State CAMPS Committee (everything outside of Chicago and East St. Louis) for Fiscal 1970, it became apparent that the program data required by the State CAMPS committee failed to provide an adequate breakdown of clientele. There was insufficient detail, and lack of consistency prevented comparative analysis among programs. A format partially correcting this problem was developed and included in the Balance-of-State report. It was hoped that this would then become the basis for revised information requests for CAMPS program information in future years (Appendix 8, Demonstration Table from Balance-of-State CAMPS plan).

A more complicated and longer-run project related to the provision of existing data in a form that would be useful to the planned regional CAMPS committees. In addition to the data improvements noted in the report

of the Governor's Manpower Conference, it soon became obvious that statistics already in hand were poorly utilized.

One important problem was the lack of feedback from the central statistical offices of state agencies to local and regional offices. Data from local office reports often were released in the form of broad geographic areas (e.g. Chicago and the Balance-of-State) and much of the data were never released at all. Second, where geographic breakdowns were provided, they were rarely consistent among agencies. Third, only minimal exchange of data occured among agencies. Fourth, the data collected either were not analyzed at all or were analyzed in a routine manner dictated more by administrative accounting rules than by functional needs.

As a matter of priority, the project efforts in this area were directed toward the first three problems. As a result of work with the Research Subcommittee of the State CAMPS Committee the major state agencies agreed to provide certain basic information on a county basis. For demonstration purposes, each agency funneled such information for the 18-county Area F CAMPS region into the Institute. It was then analyzed in the training sessions held at the University along with a sample of local information from Champaign County to show the variety of data sources and their possible uses. Some of the data sources were then refined and expanded and the State CAMPS Committee subsequently developed procedures for channeling certain county data to each of the regional CAMPS committees (Appendix 9, Basic Area Data).

The project also assisted the CAMPS Research Subcommittee in resolving some of the problems of a proposed State Services Register. The purpose was to develop, through the use of an electronically scannable reporting sheet, a register of clients being served by all State manpower and welfare agencies. The system was designed to remove duplicate counting by identifying multi-agency

clients, to feed back such information quickly to the relevant agencies, and to provide a measure of client demand for services (additions and terminations) that dealt with all demands rather than those of a single agency (Appendix 10, Proposal for a State Services Register).

In the latter part of the project, attention was again shifted to the problems of collection, dissemination, and analysis of small-area data. Two projects were attempted. First, computer programs were developed and background data run on a selected group of county labor force, income, population, and related data (Appendix 11, Illustrative Tables Derived From Computerized County Base Data). These background materials were kept very selective since much of the available statistics would soon be out-dated by the new census. Second, an extensive effort was made to collect manpower program data from State and Federal agencies and to organize the data by sub-areas of the State. Two research assistants spent full time the entire summer of 1970 at the task. The effort ended in failure because of the unavailability of comparable program data either by time period, geography, or characteristics of program participants. As an alternative to collecting local area program data in the field the project secured U.S. Department of Labor tapes containing participant characteristics statistics for four programs--MDTA institutional and on-the-job training programs, the Work Incentive Program (WIN), and the Concentrated Employment Program (CEP)--covering fiscal year 1969. The results again were somewhat disappointing, particularly because of the large error element in the data designating the locale of the programs (see Appendix 12, Characteristics of Enrollees in Selected Manpower Programs). Despite these difficulties, the two experiments in computerizing manpower data demonstrated the potentially easy retrievability of large amounts of relevant information, flexibility of presentation, and the possibilities for computerized analysis from simple comparative rates of change to more complex correlations.

As a consequence of this work, the project developed a study of a Computer Assisted Manpower Planning and Service System. Though parts of the system already existed, this was an ideal comprehensive information system rather than one which could immediately be put into effect. It essentially consisted of three data banks (a Job Bank, Manpower Programs Bank, and Socio-Economic Data Bank). Operating together they provide a rapid flow of manpower information for the benefit of individuals and agencies down to the county level and the necessary information for overall manpower planning. A detailed description is contained in Appendix 13.

Commentary

The judgment made early in the project that data resources and analysis were a critical part of the manpower problem at the state and local level has been amply justified. The data base required for sound analysis of manpower problems and the establishment of programs is lacking. This is not to say that it is difficult to find places where manpower programs are needed. But outside of a few major areas, it is difficult to say where programs are needed most and what those programs should be.

From the point of view of the project's major purpose of exploring the University's role, it has been clearly demonstrated that the University can provide expertise that results in better conceptualization of the data problems, that lays out alternative approaches, and that demonstrates the feasibility of the chosen path. For such activities to have any long-run success, it also has been clearly demonstrated that the State government must have some interagency organizational counterpart that can carry on the demonstration projects with consultative help from the University. With the

exception of the provision of county data to the regional CAMPS committees, such governmental backing has been missing in Illinois. Fortunately some very recent work on surveys of agency data files by the newly established Data Base Administration in the Department of Finance may result in better standardization and dissemination of existing data.

An alternative approach would be for the University to assume more responsibility for data gathering and analysis. Since the large resources required already exist, for the most part, in the agencies, and since they have the basic responsibility for ongoing manpower activities, this has not been considered a feasible approach. However, there may be exceptional cases in which greater University responsiblity would be workable. For example, the elaborate arrangements that are being set up for analysis of 1970 Census data by the University's Survey Research Laboratory will be made available to State agencies. In addition, the Laboratory's Omnibus Sample Survey could be expanded to pick up more data relevant to agency needs and to provide more small-area statistics.

As a final note, the analysis of program statistics has been particularly disappointing. Extensive work on U.S. Department of Labor program tapes yielded minimal results because of the large amount of missing data. In particular, the failure to complete geographical identifications on the forms submitted to the Department removes much of the value of the tapes for sub-area analysis. Since it is almost impossible to secure corrections once the forms have been sent to Washington, consideration should be given to processing of these materials on a State or regional basis.

RESEARCH

The discussion in the previous section reveals that manpower planning and coordination activities at the State and local levels are

seriously hampered by a lack of systematic and relevant data. For this reason much of our effort on this project was devoted to the problem of organizing manpower and related data. To a limited extent we were also able to give consideration to the need for research and analysis on manpower planning and coordination problems.

A State Manpower Model

We recognized early in the project that it would be extremely helpful to have a manpower model of the State that would show the current manpower utilization picture and have potential for indicating likely future developments. We therefore investigated whether any State agencies were working on the development of such a model or a more general economic model of the State. Discussions with the research personnel of such agencies as the Department of Business and Economic Development and the Bureau of the Budget revealed that no work on the subject was underway, although some agencies expressed considerable interest in its possible development.

One available report projected employment by occupation to 1975 for the State as a whole using the methodology developed by the Bureau of Labor Statistics for national occupational forecasts.[1] No studies had been done of the potential supply of labor in the State. Should the State government adopt and provide resources to implement our proposals in this area, we see several possibilities for joint research: (1) the development,

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1. William Himmelbauer, "Occupational Manpower Requirements: Projections for the State of Illinois in 1975," July, 1968, 30 pp. plus tables (mimeo). See also Illinois Department of Labor, Bureau of Employment Security, "Occupational Manpower Requirements: Projections for Illinois," 26 pp. (mimeo), which utilized the Himmelbauer data.

with the Bureau of the Budget, of short and long run economic forecasts as a general framework for manpower planning; (2) the combining of information from the occupational forecast study, the 1970 Census, Board of Higher Education studies, etc. into a Statewide manpower model; and (3) the development of area models based on current industrial and occupational distributions within areas and prospects for change as indicated in the Statewide model.

The usefulness of State and area models depends to a great extent on the reliability of national manpower forecasts upon which they draw heavily. A promising study for improving such forecasts is Roger H. Bezdek's recently completed Ph.D. dissertation.[2] This was partially financed by a Department of Labor Manpower dissertation grant and directed by an Institute faculty member. The model permits the user to translate alternative assumptions about national priorities and expenditure patterns into industrial and occupational demands for labor and to calculate the elasticity of demand for specific occupations in light of these alternative patterns. Arrangements have been made for the refinement, updating, and regionalization of this study during the coming year.

Evaluation of the State Manpower System

Our work with the CAMPS committees showed that they were in no position to adequately assess either the needs of their respective areas or the effectiveness of the manpower services offered. Particularly, one area's needs and programs could not be compared with anothers. To begin to deal with this

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2. For a summary of this work, see Roger H. Bezdek, "Manpower Implications of Alternate Patterns of Demand for Goods and Services," Paper presented at the annual meeting of the American Statistical Association, December 27, 1970, 41 pp. (mimeo).

question, we contracted with the Illinois Institute for Social Policy[3] to design an experimental Manpower Report to the Governor which would include a possible format for evaluation (Appendix 14: Project Proposal). This project has not yet been fully developed, but the preliminary formats are suggestive of some of the research possibilities (see Appendices 11, 12, 13). The basic concept involves measuring an area's need for manpower services and comparing that with existing programs. Indicators of the need for manpower services in various parts (planning areas and/or counties) of the State are provided by analysis of the level and trends in employment, unemployment, income, welfare, and demographic characteristics of the population. For the same areas, analysis of the size of ongoing manpower programs and the characteristics of program participants indicates the degree of penetration into the problem areas. Correlations between the two series would provide a basis for assessing strengths and gaps in the State's manpower system.

The proposal noted above for a State Services Register, which was developed by a subcommittee of the State CAMPS Research Subcommittee, offers another approach to evaluation of the State's overall manpower effort. As the documents in Appendix 10 suggest, the development of the register involves a very substantial and complicated effort to which both social agencies and the University could contribute.

Much of the responsibility for program evaluation belongs to the individual operating agencies. In part, this can be accomplished through administrative reporting procedures and record keeping, and much improvement is possible in this respect. Beyond this, some questions require more extensive investigation. Work on the various activities of this project resulted in preliminary discussions with agency personnel of possible evaluative research on

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3. The Illinois Institute for Social Policy was established by the Illinois legislature in its 1970 session to experiment with new approaches to the organization of State social services.

specific manpower programs, but the project did not focus on their further development.

Area Planning Problems

With the establishment of local CAMPS committees early in 1970, we considered ways to assist them in their initial planning efforts. As an experiment the Institute's research workshop (a course designed for graduate students to work on a group research project) was assigned the task of serving as the research arm of the Area F (Champaign) CAMPS committee. The purpose was to provide technical assistance to the committee by undertaking research projects useful to the Committee in its manpower planning efforts.

The class carried out half a dozen projects, including a study of the programs of sheltered workshops in Illinois, an evaluation of the local Headstart program, an evaluation of educational programs for the mentally retarded in Illinois, an analysis of the availability of day care services for the disadvantaged in Champaign-Urbana, an evaluation of high school vocational training programs in Champaign, and a study of the problems of developing a central reporting system for private and public social services agencies.

The experiment was a useful educational experience for the students (for example, one student developed a strong interest in his research topic and is continuing work on it for his Ph.D. dissertation), but of limited usefulness for the local CAMPS Committee. The experiment encountered the following difficulties: (1) the CAMPS Committee was newly organized and its members were not able to identify concrete problems for students to work on; (2) partially as a result of this, the students tended to pursue their own particular interests rather than a commonly defined problem; and (3) the time constraints facing both the Committee and the students were not conducive to establishing a good working relationship. All of these problems are susceptible to remedy, and the involvement of graduate students in this kind of project offers potential benefit both to students and agencies.

General Manpower Research

The Institute faculty has a number of manpower research projects underway not directly related to the activities of this project. Included are studies of the job information network of a central city labor market and an evaluation of social agency services to the disadvantaged, as well as a number of student dissertation studies. As noted earlier, the Institute staff has been strengthened in the manpower area, and research on manpower problems will continue as an ongoing function. We would anticipate that attention will continue to be given to manpower problems at the State and local level, particularly if the administration of manpower programs is decentralized along the lines of a number of current proposals. If this occurs, the opportunities for involving both faculty and graduate students in research should increase. Work that the Institute has recently undertaken with the Committee on Labor Market Analysis and Manpower Resources of the Chicago Area Manpower Council may help to clarify the current status and future objectives of manpower research for programs in that area.

ORGANIZATIONAL PROBLEMS IN THE GOVERNMENTAL SECTOR

The responsibility and authority for State manpower and related functions are dispersed among many units of State government and have undergone substantial change during the course of this project. Our relationship with many of these units has been noted in connection with the descriptions of our project activities. The problem of developing effective working relationships with the existing variety of governmental agencies, however, needs closer examination.

Organizational Elements

At least seven major categories of State government influence the planning and administration of manpower programs in Illinois. These include:

1. A number of governmental departments, commissions, and boards with operational responsibilities for specific programs. Most important are the Department of Labor, which includes the Bureau of Employment Security and the State Employment Service; the Department of Public Aid; the Division of Vocational and Technical Education and the Division of Vocational Rehabilitation, both under the Board of Vocational Education and Rehabilitation in the Office of the Superintendent of Pubiic Instruction; and the Department of Business and Economic Development. Other "code" departments have important functions which need to be integrated with manpower policy and programs, including the Department of Children and Family Services; the Department of Corrections; the Department of Local Government Affairs; and the Department of Personnel. The latter department certifies and sets the qualifications for all State civil service employees, and has responsibilities for recruitment and selection. The Fair Employment Practices Commission also falls in the category of governmental units with important related functions.

2. The Office of Human Resources. The functions of this office, created by the Governor in early 1969, were described earlier. The State's organizational chart notes that this office "coordinates overlapping activities of state agencies."

3. The Coordinator of Manpower. One of three coordinators[1] reporting directly to the Governor, this position was established in January, 1970. The mission of the Coordinator of Manpower was defined in very general terms. The Governor's announcement of the appointment noted that the Coordinator's assignment "is to serve me in the top policy guidance role so that all our resources can be mobilized effectively." Shortly after this appointment the

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1. The other two are Coordinator of Environmental Quality and Health Services Coordinator.

Coordinator indicated his interests to be "basic policy, overall objectives, determination of priorities and the like."[2] We have done some work with the Coordinator and his staff, mainly of a consultative nature. However, the directions that the work of this office will take are not yet clear. Currently, the Coordinator is also Chairman of the State CAMPS Committee.

4. The Cooperative Area Manpower Planning System (CAMPS). CAMPS committees currently exist in nine subareas or regions in addition to the State level. The system's official status in State government, however, is unclear, which complicates its activities. An official of the Bureau of the Budget, for example, declined to participate in initiating a pilot State Services Register proposed by a CAMPS subcommittee because the organization had no official status in State government.

5. Illinois Institute for Social Policy. This organization was created by the 1970 legislature to experiment with the reorganization of the administration of State services. Experimental projects are underway in Peoria County and in the Woodlawn community in Chicago. The delivery of manpower services is one of its areas of concern.

6. The Bureau of the Budget. Its functions include Budget and Fiscal Analysis and Management Systems. One of its operating divisions is Human Resources. Because it operates in an advisory capacity to the Governor, the Bureau is in a key position to influence the allocation of funds for educational, training, and other manpower purposes. Its responsibilities for governmental management problems also place it in a strategic position for affecting the organization and administration of manpower services.

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2. James W. Cook, "Manpower Coordinator on Problems, Policies," Illinois Labor Bulletin, 2nd Quarter, 1970, p. 5.

7. Junior College Board. This Board exercises certain authority over the local junior college boards of education.[3] By law, the 37 junior colleges in the system (partially funded with State money) must devote a minimum of 15 percent of their course offerings to occupational, vocational, or technical training. Junior colleges frequently contract for the institutional training programs under MDTA and also participate in other manpower training programs (e.g. New Careers).

This listing illustrates that not only is the responsibility for manpower programs dispersed, but also that a number of State agencies have overview responsibilities bearing on manpower. The responsibilities of these overview units, in turn, appear to overlap and in some cases are either unclear or undeveloped. We worked extensively with some of these agencies and hardly at all with others. Our limited involvement suggests a number of observations.

Commentary

Establishing effective working relationships with governmental agencies when the organizational structure is in flux is a major problem. Our work with the Office of Human Resources stopped when it shifted its emphasis from over-all planning and coordination to technical assistance on specific community problems. We were able to establish mutually beneficial working relationships with State CAMPS over a considerable period of time, but eventually less emphasis was put on CAMPS at the State level and most of the projects on which we worked failed to develop further. Our initial relationship with the office of the State Coordinator of Manpower also appeared promising, but a strong working relationship has not been developed. From our perspective the reason for this is that they have not yet established a clear conception of their function. As a result they have been unable to react to our analyses and

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3. The Junior College Board is one of five boards comprising the State system of higher education over which the Board of Higher Education exercises a coordinating function.

suggestions so that the work could be continued--that is, revised, discarded, or advanced.

These experiences suggest that an effective governmental-university working relationship requires that the State develop and adequately staff a centralized agency with the capacity and authority to develop the overview function in the manpower area. Lacking this, progress is not likely to occur. If, for example, the problem under consideration is the development of a manpower information system for the State, work cannot progress very far unless a determination is made that the responsibility for its development rests with a particular department or unit.

Aside from the general problem of working with State government on over-all manpower problems noted above, certain specific activities involved relationships with governmental organizations that are worthy of mention.

Perhaps the potentially most useful relationships we developed was with the Research Subcommittee of the State CAMPS. This group is composed of representatives from the research departments of the various State agencies. Its members possessed high interest and competence for developing useful informational and program evaluation systems. A working relationship between it and a university would be a "natural." For it to be an effective and productive relationship, however, its status in State government needs to be recognized and, preferably, upgraded. Whether this can be done without detaching it from CAMPS is questionable because of CAMPS' lack of official status in State government.

Our work with the Area F (Champaign) CAMPS Committee involved another organizational level of government. After the completion of the training program we conducted for them, we continued to work with the Committee in a consultative capacity. We participated in the planning and conduct of hearings the Committee held in six major cities in the area to gather information and judgments from residents on area manpower problems. And we assisted in the preparation of their

Part A CAMPS report. In August of 1970, however, the Committee submitted their Part B report and it was essentially a refusal to prepare the report in conformity with the CAMPS guidelines. The refusal was based on their conclusion that all decisions on fund allocations were made at the State or Federal level. Since they didn't participate in the decision-making and therefore could not influence the results, there was no point to preparing a report (See Appendix 15, Area F CAMPS Report, Part B). Since then the Committee has not been active. Although this action is not typical of area committee behavior, it reflects another organizational weakness that affects not only the effectiveness of manpower planning but the ability of universities to contribute meaningfully to governmental efforts.

The project did not operate at the level of specific agency manpower programs. Although, as noted earlier, we held preliminary discussions about possible evaluative research projects, these discussions were not carried to a definitive stage.

ORGANIZATIONAL PROBLEMS WITHIN THE UNIVERSITY

If a State manpower official were writing this section, he might well see the University in a light similar to that in which we see the State. That is, his first observation might be that manpower activities are dispersed throughout many units of the University, and for the State to work effectively with the University, there is a need for the University to develop and adequately staff a centralized unit with the capacity to service all of the needs of the State. In his look at the University he would find organizational analysts in half a dozen academic departments, informational analysts in the Survey Research Laboratory, extension specialists in the Division of University Extension and in the Cooperative Extension Service, welfare experts in the School of Social Work, curriculum developers in the College of Education, planners in the Department of Urban Planning, systems analysts in the Department of Business Administration, and

manpower specialists in several places, including the Institute of Labor and Industrial Relations. Why can't these specialists be brought together in one place?

Several factors are relevant. Some functions, such as data processing and extension, are already mainly centralized on a University-wide basis, and there are efficiency aspects to this form of organization that are worth maintaining. Further, present organizational patterns reflect important client needs. For example, training in organizational analysis is an integral part of the work of several social science departments just as the training of vocational education teachers and administrators is an integral part of the work of the College of Education. And finally, the most appropriate organizational form might vary with the type of University service offered.

The major attempt at providing a manpower focus within the University was the proposed Human Resources Program in the Institute of Labor and Industrial Relations. As noted earlier, the proposal unfortunately coincided with a period of severe budget stringency. Although approved by the University's Board of Trustees, the program was eliminated by the Illinois Board of Higher Education along with almost all new program proposals. Essentially this has meant that the development of human resources activities has depended on internal coordination and reorganization.

In the area of academic programs, interaction among departments and colleges has resulted in a substantial increase in program flexibility and interdisciplinary course work through the use of minors in other departments and jointly-listed courses. Thus work in manpower policy, investment in human resources, and the economics of poverty are becoming general University resources. An expansion of this trend is likely in the future.

Manpower services to the State and other governmental units are less institutionalized. Ad hoc panels have been put together for specific purposes on several occasions and the Institute has participated in them. A fairly

broad group was organized for consultation with the State Bureau of the Budget shortly after its establishment. A panel of experts on social welfare, urban planning, and manpower has been advising the new Illinois Institute for Social Policy. The College of Agriculture has participated in some of the work that the Institute has done with the Research Subcommittee of CAMPS. And an interdisciplinary Executive Committee has worked with the Survey Research Laboratory in its plans for providing Census and other data to governmental bodies. The advantage of this approach is its flexibility; the necessary resources are gathered together for a specific project and for the time period required. A disadvantage is that the approach does not tend to produce a strong commitment by the participants, even for the specific project and much less for the manpower field generally, because the participants have very limited time to contribute and usually receive insufficient guidance from the agencies involved.

A second development in the delivery of services, which was not designed for manpower specifically but which has important implications for it, is the establishment of regional University extension centers. An experimental center is now operating in Peoria with a full-time coordinator with University-wide responsibilities. The purpose is to identify community needs and to provide a single door for individuals and organizations (public and private) seeking University help and services. The coordinator will have overall knowledge of any field work done in the area whether by personnel permanently stationed there or brought in for special projects. Manpower components have been provided both in the establishment of the center and in the experimental welfare and manpower programs being conducted in that area by the Illinois Institute for Social Policy.

Coordination of research in human resources has again been mainly on a project basis rather than institutionalized. Thus a multi-unit research effort was recently initiated to analyze the effect of new medical training programs in the University upon the organization and delivery of health services. As compared with this single research plan approach, other studies have varied from the

coordination of a series of independent studies (e.g., of manpower problems relating to scientists and engineers) to informal cooperation among researchers across college lines.

Joint efforts on specific projects with other universities are another avenue for University human resources programs. For example, the University of Illinois is currently participating in a Committee on Institutional Cooperation (CIC)[1] exploration of a program for retraining for high-level manpower now in excess supply (engineers). This approach has great merit for instances in which superior programs can be developed by the pooling of resources, where cooperation can avoid needless duplication, and where a standard program can be established which will meet the need.

Our experience under this project indicates that it is extremely difficult to provide the focal point needed for a model University human resources program without new resources. The academic, research and service activities of the Institute of Labor and Industrial Relations provide a good base for such a program. Its extensive system of joint appointments and external contacts with private and public organizations provide reasonably good entry into both other units in the University and the community. Developments during the course of the project in broadening academic program horizons, expanding cooperative research projects, and providing multi-unit technical assistance to public agencies have all been in the right direction. To some extent these have been backed by structural changes. Examples are the regional centers and some academic program changes. For the most part they have not, and in these cases the maintenance of past gains and continued progress in the future is too dependent upon the efforts of specific individuals. Thus the main efforts should be directed to greater

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1. The Committee on Institutional Cooperation is a voluntary association of the Big Ten universities and the University of Chicago, organized to increase cooperative uses of its member institutions' resources.

institutionalization of University efforts in the manpower field, with more defined areas of responsibility, and sufficient staff to carry out the commitments that the University has already indicated it believes it should be meeting.

APPENDIX 1

PROSPECTUS FOR THE ESTABLISHMENT OF A HUMAN RESOURCES PROGRAM

University of Illinois
Institute of Labor and Industrial Relations

Prospectus for the Establishment of a
Human Resources Program

A comprehensive view of the human resources field would include education and vocational education; training; health; job recruitment, counseling, and placement; welfare programs; and poverty. An institute human resources program should have a narrower focus if it is to constitute a manageable and coherent operation. Concentration on employment would provide a workable focus that still encompasses many of the most important problems in the human resources field. It would intersect with most of the areas noted above, but the emphasis would be on the changing array of job opportunitites, the nature and adequacy of the labor supply, and the institutional arrangements available or needed both to match the job opportunities to the labor force and to maximize the use of individual talents. Although stated in labor market terms, the project goes beyond economic analysis into the psychological, sociological, and political problems associated with race, poverty, and employment. This would be especially important for pre-employment activities: education, training, motivation, job information, job seeking, and discrimination.

Both the nature of the labor market and the governmental apparatus for dealing with many of these problems require that the program be statewide in scope. However, the main effort should be directed to the critical human resources problems in urban areas and particularly in Chicago. Such a program would appear to be well fitted to the interests, structure, and competence of the Institute. Members of the faculty have long-standing interests in problems of manpower, employment, mobility,

job satisfaction and motivation, wages, industrial relations, and the social and economic impact of technological change. There is an extensive network of relationships with employers, unions, government officials, and other universities. And the Institute not only operates as a statewide unit but has personnel and existing programs in the Chicago area.

The project should be programmatic and service oriented in approach. The research, teaching, and extension activities associated with it should be aimed at improving and fully utilizing our human resources. The main context should be current and foreseeable problems in urban areas and the output should be in a form that will contribute to the solution of these problems. The detailed analysis of objectives and organization will require extensive study. However, some of the main areas of interest are discussed below.

Objectives

1. Manpower programs. There are a large number of local, state, and federal government manpower programs operating in Illinois as well as an increasing number of private efforts. Information on these programs is meager and scattered. There has been little systematic analysis or evaluation of them.

The human resources project should (1) inventory and disseminate information about these programs; (2) devise methods of evaluating such programs and, where necessary, carry out such evaluation; (3) develop suggestions for improving current programs, eliminating overlapping activities, identifying gaps, and possible experimental projects to test the workability of suggested changes; (4) evaluate the current status and adequacy of professional program staff and the training and educational needs in this field.

2. Research. The research directly associated with the project should be action oriented. It might well be similar to the original industrial relations model of bringing academic skills to bear on both the private and public efforts to deal with an important set of social and economic problems.

The human resources project should (1) devise operationally-oriented research programs that can be incorporated into existing manpower programs as an ongoing part of their operation; (2) review and disseminate basic research findings that are relevant to human resource problems; (3) stimulate and carry out research that has promise of direct contribution to urban human resource problems, for example, on youth unemployment and the employment of the disadvantaged.

While extensive basic research projects are not considered to be part of the main area of interest, the project should provide useful contacts and advice to staff with interests in this area.

3. Manpower planning. Although the major focus of the project is urban human resources problems, it will be necessary to have a broader state manpower model within which to place these more specific problems. In light of this, the project should develop a state manpower model which specifies current and estimated labor demand, including geographic, occupational, and industrial distribution. On the supply side, it should deal with population and labor force changes (including both internal and external geographic flows), demographic characteristics, education and training. Such a model could be used, for example, to spotlight existing or potential imbalances in demand and supply and imported or internally generated areas of deficient education and training. These, in turn, could become inputs into educational planning and labor mobility programs.

4. Coordinating urban planning. The human resources project would be concerned with only part of a much larger set of urban problems. The project should be coordinated with the activities of the Center for Urban Studies and other organizations dealing with urban planning, transportation, housing, and government. The goal should be a maximum amount of complementarity and a minimum of overlapping effort.

5. Professional training. Both the demand for our own graduates and contacts with government agencies indicate that there is a growing need for professionally trained personnel in the human resources field. The possibility of setting up a curriculum parallel with the existing one in industrial relations should be explored and instituted in the near future. While such a curriculum should provide a good background in existing manpower programs and problems, it should follow the current industrial relations model in emphasizing the basic approaches of the social sciences rather than a "tool" approach. It might, for example, include work in labor market economics; learning, motivation, and dependency; stratification, class and culture; and community organization, interest groups, and urban politics. The academic program might be supplemented with field work in the human resources project or internships in manpower agencies as a integral part of the program.

Organization

The project raises some difficult organizational problems that will require further study. The presumption is that the project director will be located in Chicago and most of the work directed out of his office. However, the question does arise as to whether other urban areas, and particularly East Saint Louis, should be included in the early stages.

If the answer is affirmative, then some staffing will have to be provided there. To what extent should Chicago Circle be brought into the research, teaching, and extension activities and what should be the nature of the relationship? To what extent should the dissemination of information take the form of publications, conferences, or classes? How will the project staff fit into the existing staff structure of the Institute?

In any case, it is clear that the resources for the human resources project will have to be mainly a net addition to current staff and financing. The existing on-campus and extension staff expertise will be an important resource, but the nature of the work load and the need for individuals with strong experience in urban problems will require new appointments for staffing the project.

The proposed biennial budget for 1969-1971 is as follows:

For personal services (salaries and wages), office space, supplies, and travel:

First Year	$100,000
Second Year	150,000
Total, biennium	$250,000

Anticipated Time Schedule

1. Summer, 1968. Expand the prospectus into a program proposal.

2. 1968-69 academic year.

Undertake a systematic examination of potential research areas, possible relationships with state and local manpower and human resource agencies, possible relationships with the Department of Economics and other social science departments at Chicago Circle and administrative and physical arrangements for the program.

3. 1969-1971

As we see the program proposal now, in the first year of the biennium, major attention would be directed to staffing for the program and to conducting a series of conferences and workshops with interested administrators of manpower agencies and faculty members, and in the second year of the biennium, a full program would be initiated.

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APPENDIX 2

PROJECT PROPOSAL ABSTRACT

Abstract

Project Title - Development of a model University Human Resources Program

Organization - University of Illinois

Principal Investigator - Walter H. Franke

Objectives

The purpose of this project is the development of a model for a human resources program that could be used by other institutions of higher learning as a guide to the creation of university manpower centers.

There is an urgent need to develop human resources and manpower centers in various regions of the country to conduct research and generally provide services and guidance and assist in policy and program development, particularly for private and public organizations in and around urban areas. Many universities, while recognizing this need, have limited resources and capabilities to do the organization and basic planning and development work and for identifying the cluster of functions a human resources center would perform.

The Institute of Labor and Industrial Relations is currently planning to organize a human resources and manpower program at the University of Illinois. The main effort of the program will be directed to the critical human resources problems in urban areas. It is envisioned that the program will include the gathering and evaluation of information on current manpower programs and the dissemination of this and related information to operating manpower agencies; evaluative research on operating manpower programs in the State; cooperation with and participation in programs of other governmental and academic agencies concerned with urban problems; development of a graduate curriculum for the training of professional personnel for the human resources field; and the possible development of a State manpower plan.

The planning and development of this program will be done in 1969. We are proposing that the planning of our own program be used to develop a model university human resources program in order that our own experience might provide guidelines for other institutions interested in developing similar programs.

Procedures

This project would develop a model human resources center emphasizing the experimental and developmental phase of the projected Human Resources Program. Three main activities would include:

(1) Development of an inventory of public and private manpower programs and explorations with manpower and other agency officials regarding the types of services a University Human Resources program might offer;
(2) Experimentation with programs for the dissemination of manpower information and ideas, probably in the form of meetings (workshops) with agency officials; and
(3) The development of tentative research areas and designs, primarily through the workshops and explorations with agency officials.

Time Schedule - January 1, 1969 - December 31, 1969

APPENDIX 3

GOVERNOR'S MANPOWER CONFERENCE REPORT

Governor's Office of Human Resources

GOVERNOR'S
MANPOWER CONFERENCE
REPORT

Richard B. Ogilvie, Governor
A. Donald Bourgeois, Executive Director

On Friday, March 14, 1969, in Springfield, Illinois, the Governor's Conference on Manpower brought together the largest and most diverse leadership group with interests in manpower problems that has ever been assembled in Illinois. Over 400 participants from industry, labor unions, government, universities, and nonprofit organizations attended. The depth of experience represented would have been hard to equal anywhere, and both the experience and diversity were reflected in the quality and vitality of the workshop sessions.

This final report presents the results of the eleven workshop sessions. It does not include every recommendation of every workshop. But we have attempted to include what appeared to be the most important recommendations of each workshop and to fit them all together in a coherent and useful way. Inevitably some of the flavor of the individual workshops has been lost in the process. To have done otherwise would have required both a much longer report and the personal participation of the chairmen and recorders of each of the workshops. This was not possible. However, we believe that the report accurately reflects the main thrust of the Conference and that it is sufficiently specific and comprehensive to bring to attention the major concerns of the participants. Finally, it should be emphasized that all of the recommendations in this report were the product of one or more individual workshops. At no time did the Conference as a whole approve them.

COORDINATION AND PLANNING

The need for better coordination and planning of manpower activities was the most pervasive issue at the Conference. Eight of the eleven workshops made recommendations in this area and most assigned high priority to the need for corrective action. While some areas are characterized by overlap and competition, others suffer from neglect. Decisions are being made on the basis of unnecessarily deficient information, and voluntary cooperation has not been fully successful because there is no comprehensive review of manpower activities throughout the state to provide a focal point and framework for individual agency planning and interagency cooperation.

A rational and efficient manpower system in Illinois would consist of at least three basic components: (1) a planning system, (2) a centralized information system, and (3) a rigorous and independent system for evaluating manpower programs. These components are discussed in detail below. It should be emphasized, however, that the recommendations are not designed to move the control and operation of the hundreds of private and public manpower activities into the state government. On the contrary, widespread involvement and experimentation, tailored to the specific conditions of each situation, is a major strength of current manpower efforts. The recommendations are designed to develop consistent goals, to eliminate duplication, to identify priorities, to promote a unified policy within state government, to provide needed information for intelligent planning at all levels, and to devise an acceptable way of measuring success and failure.

1. Planning System

A state agency capable of developing a comprehensive view of manpower problems in Illinois is essential. The recommendations below indicate the possible functions of such an agency. In specific cases, the agency might choose to delegate the carrying out of a particular function to other governmental agencies, universities, or private groups. However, the state manpower agency should retain responsibility for setting guidelines, assuring performance, and reviewing the results.

a. A manpower planning office should be established in the Governor's Office (for example, in the Office of Human Resources) for the purpose of developing a statewide comprehensive manpower planning system. Workshop recommendations differed on the scope of such an office. Some would prefer to encompass housing, transportation, welfare, health and other services (perhaps housed eventually in a Department of Human Resources) while others recommended a more narrowly employment-related office which would deal with these other service areas in a more limited way. But no difference existed on the need for statewide manpower planning at the highest level of state government, with a staff competent to perform the required analysis and with sufficient authority to ensure cooperation of other state agencies.

b. The manpower planning office should have responsibility for developing a state manpower model. The model should contain estimates of the future demand for manpower in sufficient occupational, industrial, and geographic detail to be useful for the planning of education and

training. In addition, the model should contain estimates of the future supply of manpower in sufficient detail to indicate the levels of education and training, demographic characteristics, and geographic distribution of the labor force.

c. In light of this basic information, the manpower planning office should review manpower programs operating within the state, identify duplication and gaps, and establish priorities both for short and long run planning periods. An annual manpower report for the state would be a useful medium for analyzing and disseminating information on current and prospective economic conditions in the state, the implications for manpower planning, the operation of manpower programs during the preceding year, and the priorities for the coming year.

d. The manpower planning office should be responsible for forming and operating a coordinating council. The council might be related but not limited to the existing Comprehensive Area Manpower Planning System (CAMPS) which reviews federally funded projects. The function of the council would be to provide imputs into the state planning operation, to make agency planning more consistent with the overall state goals, and to achieve a better coordination of operating programs. Consideration should be given to representation of private groups on the council (for example, Illinois units of the National Alliance of Businessmen.)

e. Comprehensive manpower planning also should be encouraged at the local and regional level within the state, and the results of such planning should be the basis for establishing local and regional manpower priorities. These planning groups should be broadly based and include the participation of affected groups. The state should provide technical assistance in order to reduce duplication of effort and to encourage high quality and consistency in these local and regional planning efforts.

f. The Federal government should be urged to remove the obstacles to effective state and local planning which flow from Federal funding practices.

Specifically:

(1) Programs should be funded for longer periods to ensure better continuity and staff retention.

(2) Federal funding should move toward block grants to eliminate the unnecessary rigidities imposed by the proliferation of specific programs.

(3) Federal agencies should inform the state manpower planning office of all proposals from local and regional groups, provide an opportunity for comment on these proposals, and inform the office of their final disposition.

2. Information System

If the state manpower planning office and other manpower agencies are to perform their functions efficiently, existing information gaps must be reduced or eliminated.

Statistical, research, and program information is either insufficient, not easily available, or both. Therefore, we recommend that the following steps be taken.

a. Provision should be made in the Governor's Office for the evaluation and coordination of manpower statistics. This function might be related to the state manpower planning office or it might be part of a broader office of statistical services designed to monitor all statistical-gathering operations of the state government. The basic goal should be to provide useful, consistent, and comprehensive statistics to assist in policy making. An advisory group of producers and users of such statistics should be formed to aid in this task.

b. Federal agencies should be urged to expand their existing manpower statistical programs in order to provide reliable data on a local and regional basis within the state. In addition, state resources should be made available for other statistical data which the state manpower planning office considers essential for purpose of manpower planning.

c. The coordination of manpower statistics should be given high priority. At a minimum, steps should be taken to assure the use of uniform definitions (especially in regard to occupations and industries) and of uniform geographic breakdowns of data.

d. A system for inventorying, classifying, and disseminating the following types of information is essential: (1) available statistical data, (2) manpower programs currently in operation in Illinois, (3) studies of successful and unsuccessful programs (both private and public) and of applied manpower research, (4) manpower, educational, and other

agencies within the state capable of assisting groups who are operating or contemplating operating manpower programs and the types of assistance that these agencies can provide.

3. Evaluation System

The manpower activities of Federal, state and local governments and of private industry already absorb substantial economic resources. The level of funding may well increase in future years. If these resources are to be used efficiently, manpower programs must be systematically and objectively evaluated. Ineffective programs must be weeded out, workable ones improved and expanded, and innovative approaches tested. The following recommendations are designed to achieve this objective.

a. The state manpower planning office should be given responsibility for developing methods of evaluating manpower programs. This should include both internal evaluation procedures built into ongoing programs and periodic external evaluation.

b. The criteria for success should be related to the delivery of real services at reasonable cost. Too many programs are being evaluated on the wrong basis. "How many students go to college" is less important than "How many students succeed in college." "How many people are removed from the welfare rolls or referred by the employment service in any month" is less important than "How many people moved into permanent jobs that will keep them from returning to the welfare rolls or the employment office." The following list indicates a few of the items about which better evaluation is needed: (1) the characteristics of individuals going into man-

power programs, (2) the quality of program service as measured by the real level of achievement of the participants, (3) the unit cost of delivering the particular quality of service, (4) success in terms of placement or other activity as compared to like groups who did not participate, (5) the permanence of the success, and (6) the opportunities for future gains beyond the initial goal.

JOB DEVELOPMENT

The development of new job opportunities received high priority from the Conference participants. The recommendations fell into three major categories: (1) attracting new industry to both rural and urban areas suffering from high unemployment, (2) changing hiring practices and job structures to increase the employment of disadvantaged workers, and (3) implementing personnel practices that would make the State government a model employer.

1. New Industry

There are depressed areas within Illinois that suffer from declining employment opportunities, usually because major industries have relocated or drastically reduced their manpower needs. With the erosion of their tax base, public services have deteriorated and the attractiveness of these areas to new industry has diminished. In addition, there are pockets of high unemployment in what are otherwise prosperous urban areas. The following recommendations would aid in correcting these problems.

a. Economic development policies should be placed within the framework of the local and regional planning suggested earlier. The planning unit should be large enough to encompass an economically viable geographic area.

b. Successful recruitment of new industry requires a close and flexible relationship among economic development, manpower, and vocational and technical education agencies. There should be a state commitment to training workers for new jobs, especially in regard to new plants,

from the pre-training to the higher vocational and technical education levels.

c. Special tax incentives may be needed to attract new industries, particularly in the case of the inner cities.

d. Special efforts should be made to develop minority group entrepreneurship. Expanding the existing core of minority group proprietors will provide a new avenue of upward mobility, develop community pride, and create jobs for employees within these businesses. Consideration should be given to the following:

(1) The creation of an honorary position of Commissioner for Economic Development in each county (but with particular emphasis on areas with large minority populations) to identify business opportunities and to develop support for minority entrepreneurship.

(2) Participation of the Department of Business and Economic Development in encouraging minority group entrepreneurs and in developing industrial parks in inner city areas.

(3) A set-aside program for small businesses in state government purchasing, with emphasis on minority group entrepreneurs.

(4) The establishment of an equity fund to assist minority business development and the provision of adequate insurance coverage at reasonable rates.

2. New Jobs

The gap between the educational and skill requirements of expanding occupations and the qualifications of disadvantaged workers has been a critical manpower problem. In some cases the gap is illusory and results mainly from unrealistic hiring requirements or discrimination. Very often the gap is real. It can be narrowed either by reorganizing the job to lower the initial hiring requirements or by training the potential worker. Recommendations in regard to the former are included here. The latter are discussed in the human resource development part of this report.

a. Employers should be urged to remove unnecessary obstacles to the employment of disadvantaged workers. In particular, hiring specifications should reflect the real demands of the job and unnecessary or culturally biased testing and hiring requirements should be eliminated.

b. The current status of anti-discrimination laws, and particularly the enforcement of existing laws, is unsatisfactory. These laws should be strengthened and general responsibility for overseeing their enforcement should be unified in the Office of Human Resources. In addition:

(1) The prohibitions of the Fair Employment Practices Law against discrimination on the basis of race, color, or creed should be extended to prohibit discrimination on the basis of sex or age.

(2) The laws and practices regarding the licensing of private employment agencies should be reviewed to assure that these agencies extend nondiscriminatory services to women and minorities.

c. Employers should be urged to re-examine existing job definitions and job ladders to determine whether a reorganization of functions can create new job opportunities for disadvantaged workers. We particularly commend the New Careers program because of its emphasis on the development of career ladders rather than just entry jobs.

(1) The development of new career opportunities should be based on occupational outlook forecasts as well as on job vacancy data in the specific area.

(2) The new career approach is applicable to a wide range of jobs. However, exceptionally attractive opportunities appear to be available in the rapidly expanding and chronically undermanned professional sector. The goal should be the development of para-professional occupations which augment and parallel the existing professional categories.

d. Where necessary, direct employment of the unemployed should be utilized through the creation of jobs with government funds.

(1) The Neighborhood Youth Corps should be expanded. Certain recommendations for improvement of this program are included in the next part of this report.

(2) Consideration should be given to the government acting as an employer of last resort both for workers living in economically depressed areas as well as for unemployed disadvantaged workers.

3. State Employment Practices

In regard to all of the recommendations in Section 2 above, the State should be a pace-setting employer.

a. All state agencies should be asked to review their hiring and testing requirements, to explore new opportunities for reorganizing jobs and creating career ladders, and to implement vigorous affirmative action programs in regard to minority groups and women.

(1) This recommendation holds even more strongly for positions in human resource agencies dealing with the disadvantaged. In these cases, the communications and empathic skills of indigenous workers constitute an exceptional and valuable part of their qualification for the job.

(2) Special attention also should be given to the possibility of providing permanent employment for Neighborhood Youth Corps participants in the state agencies which have provided work sites.

HUMAN RESOURCE DEVELOPMENT

Effective development and utilization of our manpower resources requires that people whose skills need upgrading have access to training and educational opportunities, that vocational and technical education students be adequately prepared for the needs of business and industry, that effective programs of training and retraining be available for those whose education and experience does not fit them for today's jobs, and that barriers to the placement of qualified persons in available jobs be removed. These matters received much attention from Conference participants.

1. Access to Training and Educational Opportunities

If the talents of all Illinois citizens are to be fully developed and utilized, access to training and educational opportunities and the ability to make good choices among these opportunities should be improved. The following recommendations are designed to increase the likelihood that Illinois citizens will recognize and take advantage of opportunities to develop and improve their occupational skills.

a. Vocational information, guidance, and counseling should receive greater emphasis in our public schools. Further, the counseling that does take place aims too narrowly at college entrance and is spread too thinly. Specifically:

(1) The state should require high schools and junior colleges to provide adequate comprehensive counseling for vocational education and employment. More counselors should be employed on school staffs and follow-up of graduates should

be conducted to help in evaluating counseling services.

(2) Counselors should be trained professionals who are knowledgeable about the world of work, requirements for employment, educational and training opportunities, and principles and techniques of counseling and guidance.

(3) To improve the quality of vocational counseling services, colleges in Illinois should provide more adequate instruction in vocational guidance for future quidance counselors.

(4) Particular attention should be given to the special vocational guidance needs of girls. The Superintendent of Public Instruction should take the lead in establishing standards for vocational counseling of girls, beginning in the junior high school, that will assure adequate information and guidance about roles and opportunities for women in contemporary society. These standards should be designed to overcome attitudes and stereotypes that have in the past resulted in the underutilization of women in the labor market.

(5) Availability of loans for vocational and technical education students should be publicized as part of vocational counseling.

b. To supplement improved personal guidance, the State should support an activity-based pre-vocational education to orient students to the world of work and to enable youth and adults to learn more about their aptitudes and interests for employment. Such a program should begin early in a youngster's schooling and might include development of special films, visits to a large variety of work situations, classroom demonstrations by practitioners, and the development of meaningful part-time or temporary work assignments.

c. More adequate services should be developed to assist youngsters who leave school before becoming adequately prepared to enter the labor market. Tutoring, for example, should be provided for girls who have left school because of pregnancy, and day care services for children of mothers who wish to complete their schooling ought to be provided.

d. Similarly, for needy students who wish to pursue education at other than public schools, alternative routes to career preparation ought to be provided and encouraged.

(1) Young drop-outs of secondary-school age ought to be subsidized for costs of education at accredited schools of their own choice, to permit wider selection of fields of study.

(2) The state should provide scholarships for post-secondary vocational and technical education to be used in either public or private schools which are approved by the State of Illinois. (This requires improved State regulation of private schools.)

(3) Residential centers with basic education and vocational training components should be established for youth who would benefit substantially by removal from their home environment.

e. Better dissemination of information about available training programs is essential.

(1) As noted earlier an up-to-date inventory of manpower agencies and services operating in Illinois should be maintained. The inventory should be distributed regularly to schools, counselors, and private and public agencies providing manpower services.

(2) With the prospect that state and local agencies may be given more freedom to tailor programs to better meet local needs, the Governor is encouraged to fund such outreach programs as Project Upgrade in East St. Louis. In connection with this and similar programs, the Illinois State Employment Service should be encouraged and assisted in expanding the apprenticeship information program to secure more applicants from disadvantaged groups.

f. Administrative policies followed in various welfare and manpower programs frequently deny needy persons eligibility to training programs. Typically these policies limit access to manpower programs to persons in families below a fixed income line in order to assure that all or part of the funds

devoted to the program will be used for benefiting the poor. Among recommendations made in various workshops to overcome the problem are the following:

(1) A uniform policy and practice should be adopted in Illinois to protect the level of welfare payments in families where a member receives pay in a manpower training program.

(2) Welfare recipients who are progressing satisfactorily in vocational education programs designed to prepare them for skilled, good-paying jobs should not be required by the welfare agency to drop out of training to take unskilled, low-paying jobs. The goal of vocational education for welfare recipients should be placement in jobs with a future.

(3) Income tests for participation in Neighborhood Youth Corps, MA contracts, New Careers, and other training programs for the disadvantaged should be flexible rather than pegged to a specific and often unrealistic income level. Differences in living costs among geographic areas might be one appropriate variable.

2. Improvement of Vocational Education

Strong support was noted in many of the conference workshops for reorientation and updating of vocational education in Illinois schools. There is apparently a widespread feeling that much of the state's vocational education program is outdated, unresponsive to the needs of youth, and largely

irrelevant to the current and future needs of industry. Perhaps the most succinct statement of the problem came from one workshop which concluded that our educational system is designed principally to prepare students for more schooling.

No general plan for revision of the State's program in vocational education was developed in the Conference, which perhaps suggests the need for a study commission or task force to conduct a systematic investigation and make recommendations for change.

Recommendations of a more specific nature emanating from the various workshops follow.

a. The state should require that one state agency maintain coordination of all state-supported occupational education programs in Illinois.

b. The state should examine the feasibility of one state agency administering all state-supported occupational education in Illinois.

c. Many private trade schools in Illinois solicit students and require payment of tuition by enrollees. Unlike most other industrial states, Illinois does not inspect or regulate these schools nor assist them in the improvement of their programs. The State should perform these functions.

d. Increased involvement by business and industry in planning vocational education should be sought, including an advisory committee composed of persons from the private sector, to assess manpower needs in the state and advise the state on revision of vocational education curricula.

e. Programs involving the cooperation and joint efforts of industry and the schools ought to be improved and expanded. This should include expansion of Cooperative Vocational and Technical Education programs, utilization

of industry specialists for teaching, and use of industry facilities for instructional purposes. The use of cooperative work experience programs should give particular emphasis to the development of new careers.

f. The image of the value of vocational education in the public mind needs to be improved, and an educational program directed to this end ought to be developed.

g. Education and training obtained in institutions or training facilities other than the traditional school setting should be evaluated and consideration given to accepting such work for credit toward high school graduation.

h. Particular attention should be given to the special problems involved in developing meaningful vocational education programs in non-metropolitan and other areas with little industrial development.

3. Job Training and Retraining

The workshop reports indicate that, in general, Conference participants felt that the various governmentally-supported training programs are necessary, important, and valuable elements for the development of the State's human resources. This judgment was reflected in numerous suggestions for expansion and increased funding of existing programs and in the fact that there were no recommendations for the elimination of existing manpower programs.

The recommendations which follow concern improvements or changes in emphasis.

a. Based on the very favorable experience companies have had thus far with their NAB training programs, a significant effort should be made to increase the involvement of industrial establishments in the hiring

and training of the disadvantaged. Company representatives report about the same productivity and turnover experience among the disadvantaged they have employed, for example, as among production workers generally. Companies can, therefore, be urged to participate in the hiring and training of the disadvantaged on the basis of their own manpower interest and need as well as on the basis of their contribution to the solution of a public problem. To encourage increased participation by industry, the following recommendations were made:

(1) The Governor should use the prestige of his office to urge a large expansion of industry involvement in the hiring and training of the disadvantaged.

(2) The Governor urge and support the extension of the National Alliance of Businessmen program (JOBS) to areas of the state other than Chicago and East St. Louis.

(3) The Governor take the lead in the formation of an Illinois Alliance of Businessmen to perform in other areas of the state the same functions as the NAB performs in NAB cities.

(4) The trend toward simplification of contractual arrangements between employers and the government through reimbursable (MA) contracts should be continued, and earlier payments (front-loading of contracts) should be provided for smaller employers so that they can afford to participate in the program.

(5) More companies should be urged to enter into reimbursable contracts for manpower programs since there is some evidence that

companies with contracts develop better programs and have better experience (e.g., in lower attrition rates) than non-contracting companies.

b. Another view expressed was that total community involvement in developing and supporting their own training programs or in obtaining long-term grants for such programs should be encouraged. The objective of such programs should include the utilization of existing community facilities, personnel, and equipment, and emphasis should be placed on actively involving the people who need the service in the program planning.

c. To improve the quality of manpower training provided by the private sector, the Governor should urge greater involvement by the State's colleges and universities, trade associations, individual companies, and perhaps secondary schools in the training of managers and supervisors to deal with the problems of hiring and training the disadvantaged and of establishing and conducting training programs generally.

d. To expand opportunities for training for skilled jobs, the Governor should seek increased funds and an expansion of facilities for apprenticeship training.

e. To increase opportunity for minority group members, the state should sponsor university fellowships for developing minority entrepreneurship.

f. A number of recommendations were made to overcome special problems involved in the administration of manpower training programs:

(1) More care should be taken in assessing current and future job market needs to avoid training for obsolete jobs.

(2) On-the-job training should be used whenever possible so that occupancy of jobs is not delayed.

(3) Additional funding of out-of-school NYC projects should be provided and these should be coordinated with on-the-job training to provide continuity between NYC experience, training, and employment.

(4) Special classes are sometimes set up for vocational training of welfare recipients. When space is available, qualified persons who are not welfare recipients should be allowed to enroll.

(5) At present, MDTA institutional training programs are awarded on a bid basis. Program awards should be made on the basis of quality in relation to price rather than on the basis of price alone, and the decision should take into account past performance.

(6) Efforts should be made to eliminate terminology used in the administration of manpower programs that casts a negative reflection on trainees. Terms such as "hardcore" and "disadvantaged" should be replaced with something like "people who need jobs."

4. Obstacles to Hiring and Placement

More efficient matching of job seekers with jobs and removal of discrimination in the labor market against women and minorities were given high priority by Conference participants for improving the utilization of the Illinois labor force. Discrimination

was discussed in the previous section of this report. Several other obstacles to hiring and placement are discussed below.

a. Better data and exchange of information on job vacancies would improve the matching of jobs and workers and help in the identification of labor market problems.

b. Funds should be provided for the relocation of rural families in depressed areas of the state to areas with labor shortages.

c. Additional funds should be provided the Illinois State Employment Service for improved services to rural areas through such programs as mobile employment office services.

d. The State should support the establishment of employment office in secondary schools and junior colleges. Among other things, research clearly shows that schools which maintain employment offices for students have better programs of vocational education than those which do not. Such an arrangement would also improve the quantity and quality of occupational information available to future job seekers and might serve to facilitate the incorporation of occupational materials into the curriculum.

SUPPORTIVE SERVICES

The availability of training and the opening of job opportunities do not necessarily assure the full development and utilization of our human resources. For such reasons as illiteracy, location, family situation, and attitudes, among others, the availability of a wide range of supportive services is essential if disadvantaged workers are to participate effectively in manpower programs and on the job. The most important programs suggested by Conference participants to overcome these problems are discussed below.

1. Basic Literacy

Potential trainees are frequently handicapped or barred from meaningful training because they are lacking in basic communicative and arithmetic skills. Many Illinois schools do not offer basic literacy instruction for either adolescents or adults. Employers offering on-the-job training to the disadvantaged must often set up their own programs of literacy instruction. Basic education belongs in the public schools, and each secondary school in Illinois should be required to provide instruction designed to eliminate illiteracy and increase communicative skills. Further, curricular materials and teaching methods appropriate for teaching adults in their own vernacular should be developed and used.

2. Day care Centers

The lack of day care centers for the children of working mothers is apparently a problem throughout the state. Their absence often keeps welfare mothers from entering the labor force and leaving the welfare rolls. Others from low-income families are denied the opportunity to obtain work or training that might lift the

family above subsistence levels. Thus, the expansion of day care center services offers a number of potential benefits, including the possibility of income producing activity for families badly in need of higher income, reduction in the welfare burden, reduction in labor shortages, fuller utilization of community facilities (e.g., churches), employment in the centers for members of the disadvantaged community, and an educational head start for disadvantaged children.

Expansion of day care facilities and services should be urgently pursued. The state code should be examined with the intent of establishing more reasonable licensing standards, including the possibility of extending the code to cover private homes providing family services. Private and public funds for both facilities and services should be sought.

Any legislative enactment in this field should provide for preference in service to working mothers from low-income families, but should not be a punitive device for forcing women into the labor market.

3. Transportation

The difficulty or inability of the inner-city poor to reach places of expanding job opportunities outside the cities because of the unavailability or cost of transportation is another serious impediment to improving the employment status of the disadvantaged. No specific programs for improving the situation were discussed by Conference participants, but the Governor was urged to initiate study and planning steps for the development of adequate systems of urban transportation in the State.

4. Personal Services

A variety of personal services, ranging from medical and dental care to

various forms of psychological support were judged critically important to the success of manpower programs for the disadvantaged. Some of these services are currently being delivered as parts of ongoing manpower programs (e.g., NYC, CEP, Jobs Now, etc.), but additional funding is necessary to provide adequate support. In addition, the Governor and the Illinois Alliance of Businessmen should encourage and assist in the formation of mechanisms for providing supportive services for smaller employers and smaller population centers of the State. One such mechanism might be employer consortiums for developing joint services and programs.

5. Migrant Workers

The problem of bringing migrant workers and families into the mainstream of economic and social life needs particular attention and emphasis. Programs should be initiated to assist those who are in the "migrant stream" as well as those who are trying to establish residence in Illinois. A great deal of effort is required to move them toward economic independence, but the following actions are among the more important:

a. Basic and vocational education programs must be made available and accessible.

b. The state housing standard for those in the "migrant stream" is the lowest in the Midwest. It should be made comparable to the Federal standard and vigorously enforced. Means must also be found to develop housing within the means of those who are establishing residence.

c. Medical and day care services should be made available by the state, as well as a system of emergency financial assistance.

STATE OF ILLINOIS
GOVERNOR'S OFFICE OF HUMAN RESOURCES
CHICAGO 60606

RICHARD B. OGILVIE
GOVERNOR

A. DONALD BOURGEOIS
EXECUTIVE DIRECTOR

Drs. Walter H. Franke and
Melvin Rothbaum
Institute of Labor & Industrial Relations
University of Illinois
Champaign, Illinois

Dear Walt and Mel:

I wanted to write you a very elaborate thank you letter, but the longer I wait, the less the possibility exists for me ever to get anything on paper. So just let me say thank you for your marvelous contribution towards the success of the Governor's Conference on Manpower.

We will be staying in touch with you because we have some other very specific items of importance to discuss. I would also like to firm up your relationship with this office.

As ever,

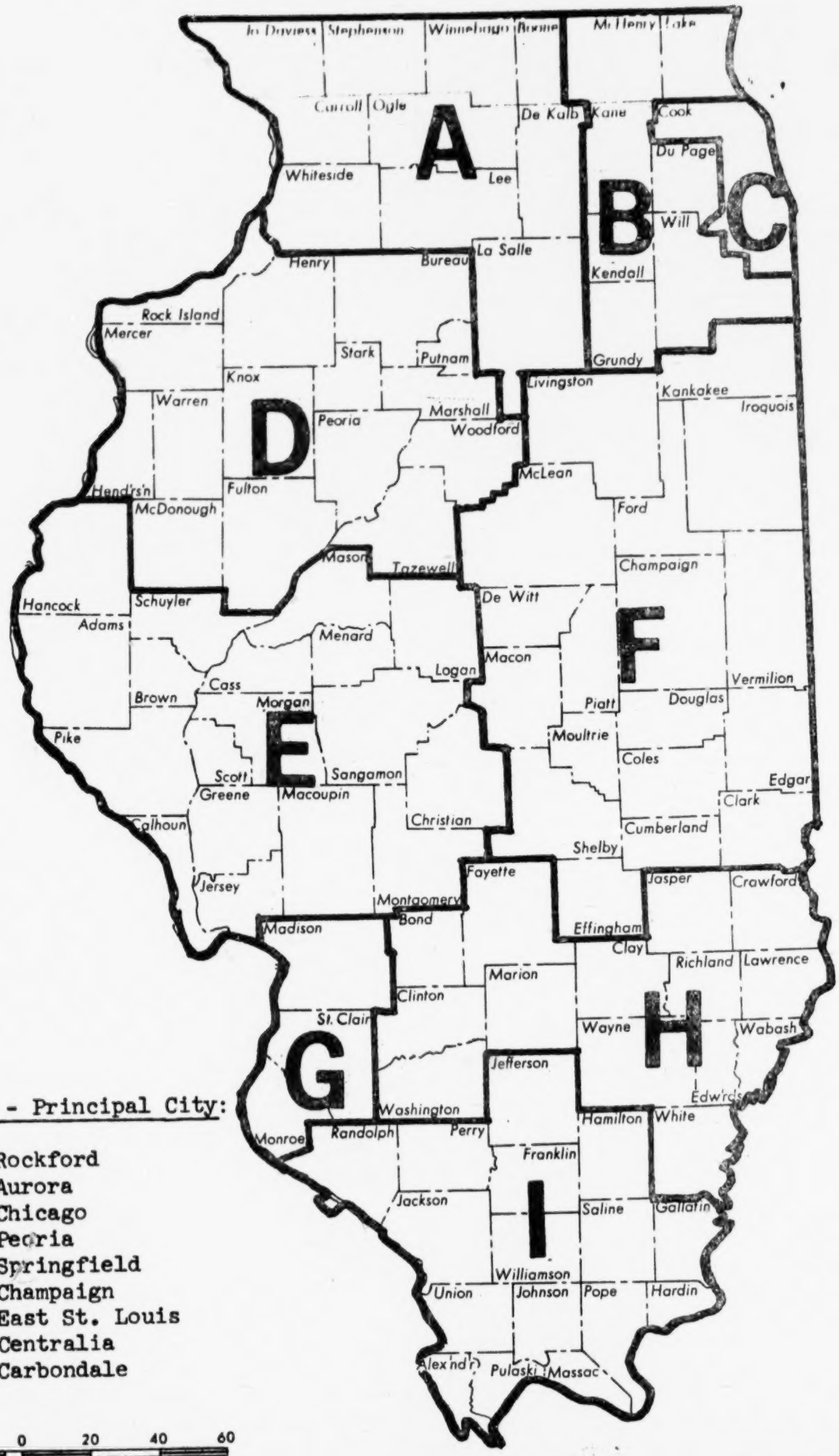
Don

A. Donald Bourgeois

APPENDIX 4

MAP OF ILLINOIS REGIONAL CAMPS AREAS

CAMPS PLANNING AREAS FOR ILLINOIS



Area - Principal City:

A - Rockford
B - Aurora
C - Chicago
D - Peoria
E - Springfield
F - Champaign
G - East St. Louis
H - Centralia
I - Carbondale

20 0 20 40 60
miles

Department of Geography, University of Illinois

APPENDIX 5

MANPOWER TRAINING WORKSHOP AGENDA

Manpower Training Workshop
Agenda

Manpower Planning & Coordination

1. Historical Context
   a. Development of manpower and employment policies from 1930's to 1960's
   b. Goals
      1) job creation
      2) manpower development
      3) matching people and jobs in the labor market
   c. Growth of individual manpower policies with these objectives in the 1960's
      1) reasons for individual policy approach
      2) need for coordination and planning
         a) consolidation of programs into fewer agencies
         b) previous attempts at interagency coordination
   d. CAMPS structure

2. Planning at the area level: the data base
   a. Job creation
      1) Manpower audit
         a) population and labor force
            1) composition of the labor force by age, sex, skill, educ., race, income
            2) composition of current employment by occupation, industry, area
            3) composition of unemployment by labor force characteristics
            4) composition of shortages by occupation, industry and area
      2) Major changes that may take place to change the audit in the next planning period--plant expansion, shutdowns, etc.
   b. Manpower development
      1) Audit of existing resources
         a) schools, vocational institutions, etc.
         b) private training programs
         c) special training programs (governmental)
         d) supportive services -- health, welfare, transportation, day care, etc.
   c. Matching people and jobs
      1) Audit of existing resources
         a) Employment Service
         b) school counseling services
         c) nonprofit groups -- Urban League, etc.
         d) private employers and agencies

3. Planning at the area level: problem specification
   a) Unemployment
      1) fully unemployed
         a) analysis of information by age, sex, race, education, training, and geographic concentration
         b) length of unemployment
         c) work history characteristics
         d) sources of income maintenance
         e) other obstacles to employment: health, transportation, lack of child care facilities, work habits, etc.
      2) Partially unemployed
         a) analysis of same factors as in 3.a.1) above, plus special emphasis on
            1) part-time worker versus full-time work with multiple periods of unemployment
            2) work history, including types of jobs held in past and reasons for partial unemployment.
      3) Underemployed
         a) job levels that are inconsistent with existing education and training
         b) job levels that are inconsistent with potential education and training
         c) analysis of same factors as in 3.a.1) above
4. Planning at the area level: program analysis
   a. identification of agency responsibility for problem areas
      1) formal agency responsibility
      2) actual programs in operation
   b. identification of multiple agency responsibility for same group or individuals
      1) interagency referrals
      2) formal liaison arrangements
   c. Extent to which needs are being met by existing agency programs: duplication and gaps
      1) among average labor market participants
      2) among disadvantaged groups
5. Planning at the area level: The Mechanics of Planning
   a. How agencies work together
      1) forward program planning
      2) implementation
         a) multi-agency concern with the same individual
         b) liaison systems to facilitate linkages
   b. effective planning
      1) committee composition
      2) staff assistance
      3) generation of area data
   c. obtaining useful evaluation information
      1) the overall plan
      2) individual programs

APPENDIX 6

MANPOWER TRAINING WORKSHOP EXPERIMENTAL PROGRAM

NOVEMBER 12 - 13, 1969

Institute of Labor and Industrial Relations
University of Illinois at Urbana-Champaign

Manpower Training Workshop
November 12-13, 1969

Tentative Program
Wednesday, November 12, 1969

10:45-12:15	Room 449 Administration Building History of Manpower and Employment Policies General Goals of Manpower Planning and Coordination
12:30-1:45	Lunch Illini Union
2:00-3:30	Room 449 Administration Building Data Requirements for Planning at the Local Level
3:30-3:45	Coffee Break
3:45-5:15	Room 449 Administration Building Specifying and Defining the Problem
6:00-7:00	Social Hour, Sun Room, Urbana Lincoln Hotel
7:00-9:00	Dinner: Sun Room, Urbana Lincoln Hotel Speaker: Professor Hugh Folk, Youth Unemployment

Thursday, November 13, 1969

8:30-10:00	Room 449 Administration Building Analysis of Manpower Programs
10:00-10:30	Coffee Break
10:30-12:00	Room 449 Administration Building The Mechanics of Planning and Coordination
12:15-1:15	Lunch, Illini Union
1:30-3:30	Room 449 Administration Building Problems of Program Implementation

Institute of Labor and Industrial Relations
University of Illinois at Urbana-Champaign

Manpower Training Workshop
November 12-13, 1969

List of Participants

Name	Title	Affiliation
Samuel C. Bernstein	Chairman Administrator	State CAMPS Committee Ill. Bureau of Employment Security
Ruth Blaisdell(Mrs.)	Staff member	State CAMPS Secretariat
James M. Brown	Chief, Downstate Operations	Ill. Dept. of Public Aid
Burl Cummings	Executive Secretary	CAMPS Secretariat
Ralph Elliott	Staff member	CAMPS Secretariat
J. Clark Esarey	Director, Adult Basic Education	Office of the Superintendent of Public Instruction
Arnold Greer	Manager, Moline Office Representative	Ill. State Employment Service Rock Island Model Cities
Elizabeth Hershey(Miss)	Chief Economist	Chicago Dept. of Human Resources
William Ireland	Director of Planning Planning & Community Development Division	Ill. Dept. of Children and Family Services
David R. Johnston	Coordinator, Regional CAMPS	Office of the Regional Manpower Administrator U.S. Dept. of Labor
Richard Koebler	Coordinator, Statewide Planning	Division of Vocational Rehabilitation
Ron Mauw	Staff member	Governor's Office of Human Resources
Al Redding	MDTA Unit CAMPS	Division of Vocational Technical Education
Harry Ring	President	Ill. CAP Director's Association
Jennifer Silver	Technical Assistant District Office	Office of Economic Opportunity

Name	Title	Affiliation
Larry Sheets	East St. Louis CAMPS Committee	Ill. State Employment Service
Robert Stalls	Carbondale CAMPS Committee Director	City Demonstrations Agency
William Todhunter	Director of Planning	Chicago Department of Human Resources

APPENDIX 7

MANPOWER TRAINING WORKSHOP PROGRAM

DECEMBER 9 - 10, 1969

Institute of Labor and Industrial Relations
University of Illinois at Urbana-Champaign

Manpower Training Workshop
December 9-10, 1969

Tuesday, December 9, 1969

2:00-3:15 p.m.	Goals of Manpower Planning and Coordination Room 35, Labor and Industrial Relations Building
3:15-3:30 p.m.	Coffee Break
3:30-5:00 p.m.	Data Requirements for Planning at the Local Level Room 35, Labor and Industrial Relations Building
6:00-7:00 p.m.	Social Hour Banquet Room, Ramada Inn, Fourth Floor
7:00-9:00 p.m.	Dinner and Evening Meeting Banquet Room, Ramada Inn, Fourth Floor Evening Topic: Trends in Manpower Policy.

Wednesday, December 10, 1969

8:30-10:00 a.m.	Identification of Area Manpower Problems Room 35, Labor and Industrial Relations Building
10:00-10:15 a.m.	Coffee Break
10:15-11:45 a.m.	Manpower Program Analysis Room 35, Labor and Industrial Relations Building
12:00-1:00 p.m.	Lunch, Illini Union
1:15-3:00 p.m.	Coordinating Manpower Programs Room 35, Labor and Industrial Relations Building

Institute of Labor and Industrial Relations
University of Illinois at Urbana-Champaign

Manpower Training Workshop
December 9-10, 1969

List of Participants*

Name	Title	Agency
Donald Borg	Regional Supervisor	Division of Vocational Rehabilitation - Region IV
Donald Coverstone	Employer Relations Representative	Illinois State Employment Service Champaign
Florence Cox	Employment Counselor II	Illinois State Employment Service Decatur
Glen Eicher	Area Planning Supervisor Div. of Local and Regional Planning	Illinois Department of Business and Economic Development
Wayne Hamburger	Public Aid District Administrator	Illinois Department of Public Aid
Andrew Hargrett	Director	Kankakeeland Community Action Program, Inc.
Charles Johnson	Director	Opportunities Industrialization Center - Champaign
Nolan Jones	Community Development Consultant, Division of Community Development	Illinois Department of Business and Economic Development
Kenneth Knell	Regional Vocational Director	Div. of Vocational and Technical Education, Region IV
Barnett Larks	Asst. Chief, Downstate Opns.	Illinois State Employment Service
Arturo Lopez	Field Representative	Illinois Migrant Council
Roger Mitchell	CAMPS Coordinator	Illinois State Employment Service E. St. Louis
Ruby Reed	Regional Staff	Children and Family Services, Region IV
Alfred Redding	CAMPS Coordinator	Div. of Vocational and Technical Education
Lonas Shelton	Model Cities Staff	U.S. Department of Housing and Urban Development

*Excluding members of State CAMPS Secretariat.

APPENDIX 8

DEMONSTRATION TABLE FOR TABULATING CHARACTERISTIC'S OF MANPOWER PROGRAM PARTICIPANTS: SELECTED CHARACTERISTIC'S OF PERSONS TO BE SERVED

ILLINOIS CAMPS PLAN - PART B - BALANCE-OF-STATE

SELECTED CHARACTERISTICS OF PERSONS TO BE SERVED

Agency and Program	Total No. to be Served	Disadvantaged	Youth	Older Worker	Educational Problem	Minority Group	Public Aid Recipient	Male
Illinois Migrant Council ABE and Rehab.	1,035	90% 931	15% 155	18% 186	90% 931	99% 1024	12% 124	60% 621
Illinois Migrant Council Field Operations	5,000	90% 4500	15% 750	18% 900	90% 4500	99% 4950	10% 500	60% 3000
Illinois Migrant Council Devel. & Coops	3,000	90% 2700	2% 60	28% 840	90% 2700	99% 2970	25% 750	70% 2100
Illinois Migrant Council Housing	1,375	100% 1375	20% 275	5% 68	90% 1237	99% 1361	10% 137	60% 825
Illinois Migrant Council Service Center	10,000	100% 10000	20% 2000	5% 500	90% 9000	99% 9990	1% 100	60% 6000
Illinois Migrant Council Day Care, Summer	500	Supportive service, not applicable as employability statistics.						
Champaign County Opportunities Industrialization Center (OIC)	200	90% 180	10% 20	5% 10	85% 170	98% 196	25% 50	INA
Ill.State Employment Serv. Employment Services	190,000	65% 123500	40% 76000	INA	INA	45% 85500	18.5% 35150	INA
Ill.State Employment Serv. Work Incentive Prog.	1,100	100% 1100	INA	INA	40% 440	70% 770	100% 1100	15% 165

(continued)

Agency and Program	Total No. to be Served	Disadvantaged	Youth	Older Worker	Educational Problem	Minority Group	Public Aid Recipient	Male
Ill.State Employment Serv. MDTA	1,000	65% / 650	40% / 400	15% / 150	60% / 600	45% / 450	20% / 200	45% / 450
Ill.State Employment Serv. Job Corps	430	100% / 430	100% / 430	-0-	100% / 430	INA	INA	75% / 322
Nat'l.Alliance of Businessmen -NAB-JOBS	1,060	All hard core unemployed; new program, no statistics available						
Div. Vocational Rehab. Voc. Rehab.	37,800	All physically and mentally handicapped.						
Bd.of Vocational Education Voc.-Tech. Education	170,000	12% / 20400	55% / 93500	7% / 11900	50% / 85000	6% / 10200	INA	INA
Office Supt.Public Instruc. Title III	5,000	100% / 5000	INA	INA	100% / 5000	INA	10% / 50	INA
Office Supt.Public Instruc. Elem.H.S. Credit and Americanization	50,000	INA	INA	INA	INA	INA	INA	INA
Office Supt.Public Instruc. Ed. & Training of Welfare Recipients	5,067	100% / 5067	-	10% / 506	100% / 5067	33% / 1689	100% / 5067	8% / 405
Dept. of Public Aid Recip. Ed. & Training	Same group as shown above for Office of Supt. of Public Instruction, Education and Training of Welfare recipients, Public Aid refers and funds program.							

(continued)

Agency and Program	Total No. to be Served	Disadvantaged	Youth	Older Worker	Educational Problem	Minority Group	Public Aid Recipient	Male
U.S.Trning & Employ.Service OJT	1,075	100% 1075	10% 107	INA	INA	15% 161	INA	INA
U.S.Trning & Employ.Service NYC-In-School	1,481	100% 1481	100% 1481	N/A	N/A	20% 296	75% 1110	51% 755
U.S.Trning & Employ.Service NYC-Summer	4,243	100% 4243	100% 4243	N/A	N/A	20% 848	75% 2182	51% 2163
U.S.Trning & Employ.Service NYC - Out-of-School	323	100% 323	100% 323	N/A	100% 323	15% 48	70% 226	55% 177
U.S. Trning & Employ.Service Oper. Mainstream	366	100% 366	N/A	100% 366	80% 292	10% 36	80% 292	93% 344
OEO- Community Action Prog. NYC	1,338	100% 1338	100% 1338	N/A	N/A	20% 267	70% 936	50% 669
OEO- Community Action Prog. Oper. Mainstream	411	100% 411	N/A	100% 411	60% 246	10% 41	35% 143	98% 402
OEO-Community Action Prog. OJT	675	100% 675	INA	INA	INA	15% 101	75% 506	98% 661
OEO-Community Action Prog. New Careers	100	100% 100	INA	INA	INA	INA	INA	INA
OEO-Community Action Prog. Experimental Summer Youth	800	100% 800	100% 800 (15-25 age)	INA	100% 800	INA	INA	INA

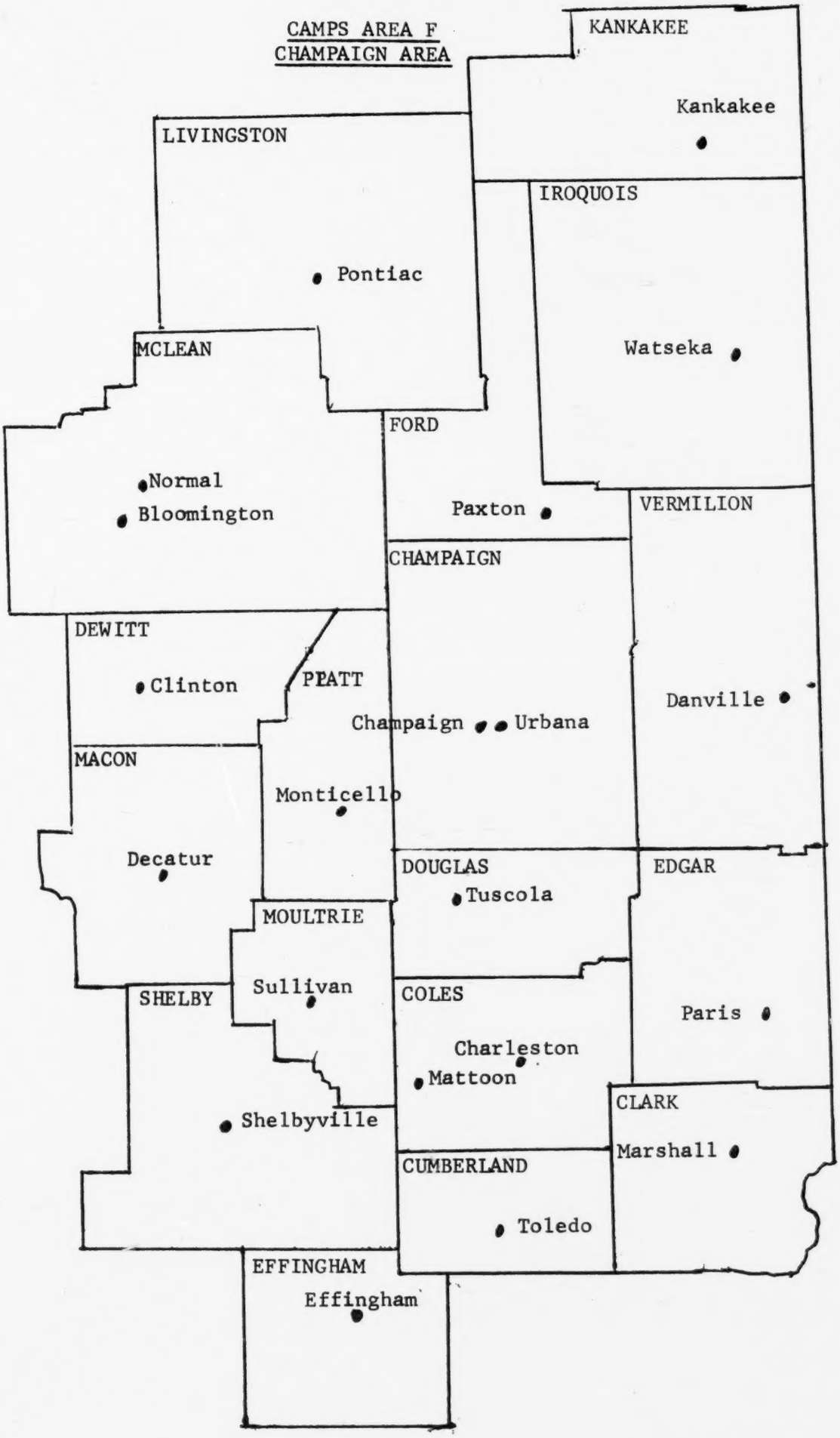
(continued)

Agency and Program	Total No. to be Served	Disadvantaged	Youth	Older Worker	Educational Problem	Minority Group	Public Aid Recipient	Male
Ill. Farmers Union Oper. Mainstream	100	100% 100	N/A	100% 100	60% 100	2% 100	35% 100	98% 100
Ill. Farmers Union NYC-In-School & Summer	1,500	100% 1500	100% 1500	N/A	N/A	20% 300	70% 1050	50% 750
Ill. Farmers Union NYC - Out-of-School	200	100% 200	100% 200	N/A	100% 200	10% 20	70% 140	50% 100
Cooperative Exten. Service NYC - In-School	75	100% 75	100% 75	N/A	N/A	INA	INA	INA
Cooperative Exten. Service NYC - Summer	100	100% 100	100% 100	N/A	N/A	INA	INA	INA

*The U.S. Training and Employment Service figures include most of those programs shown by the OEO-CAP agencies and the Illinois Farmers Union, however USTES reflects only those programs they anticipate funding as of July 1, 1969 based on guidelines from Washington. OEO-CAP and Illinois Farmers Union have shown programs which they would like to have funding for, which USTES cannot fund under the present guidelines.

APPENDIX 9

SELECTED ITEMS FROM BASIC AREA DATA DEVELOPED FOR AREA CAMPS COMMITTEES


CAMPS AREA F
CHAMPAIGN AREA
KANKAKEE
Kankakee
LIVINGSTON
Pontiac
IROQUOIS
Watseka
MCLEAN
Normal
Bloomington
FORD
Paxton
VERMILION
CHAMPAIGN
Champaign
Urbana
Danville
DEWITT
Clinton
PIATT
MACON
Monticello
Decatur
DOUGLAS
Tuscola
EDGAR
MOULTRIE
Sullivan
SHELBY
Shelbyville
COLES
Charleston
Mattoon
Paris
CLARK
Marshall
CUMBERLAND
Toledo
EFFINGHAM
Effingham

AREA "F" POPULATION DATA (TOTAL)

	1968	%	1960	%	AMT.	PCT.
Tot. Pop.	870,000	100.0	816,812	100.0	53,188	6.5
Farm	88,268	10.1	122,496	15.0	-34,228	-27.9
Non.	781,732	89.9	694,316	85.0	87,416	12.6

Pop. By Age	1965	%	1960	%	AMT.	%
Tot.	850,000	100.0	816,812	100.0	33,188	4.1
0-4	81,100	9.5	89,733	11.0	-8,633	-9.6
5-17	215,000	25.3	189,145	23.1	25,855	13.7
18-44	280,500	33.0	286,432	35.1	-5,932	-2.1
45-64	180,900	21.3	160,651	19.7	20,249	12.6
65	92,500	10.9	90,851	11.1	1,649	1.8

TOTAL LABOR FORCE (AREA F)

1968 and 1960

	1968	Percent	1960*	Percent	Change Amount	Change Percent
Civilian Work Force	362,126	100.0	304,328	100.0	57,798	19.0
Unemployment	12,194	3.4	13,439	4.4	-1,245	-9.3
Employment	349,932	96.6	290,889	95.6	59,043	20.3
Ag.	23,175	6.6	35,750	12.3	-12,575	-35.2
Non-ag.	326,757	93.4	255,139	87.7	71,618	28.1

*Figures for 1960 adjusted due to census error.

CAMPS AREA F
Total Manufacturing Establishments, by Employment Size Class
1966

County	Employment Size Class 1-19	20-49	50-99	100-249	250-499	500-	Total
Champaign	52	20	6	9	2	1	90
Clark	12	1	1	2	-	-	16
Coles	27	7	3	6	3	1	47
Cumberland	7	1	1	2	-	-	11
DeWitt	11	3	1	1	1	-	17
Douglas	13	2	2	-	1	1	19
Edgar	14	2	1	5	2	1	25
Effingham	23	2	3	2	-	1	31
Ford	16	3	1	1	-	1	22
Iroquois	21	3	2	1	-	2	29
Kankakee	53	21	7	11	6	7	105
Livingston	26	7	7	7	1	-	48
Macon	73	21	14	11	7	7	133
McLean	49	18	8	5	2	2	84
Moultrie	9	3	2	1	2	-	17
Piatt	12	3	2	-	1	-	18
Shelby	11	2	-	1	-	1	15
Vermilion	58	29	13	11	7	7	125
Area F Total	487	148	74	76	35	32	852
Percent Distribution	57.2%	17.4%	8.7%	8.9%	4.1%	3.7%	100.0%

Camps Area F

Enrollment in Institutions of Higher Learning

Fall, 1969 and Fall, 1964

		Head Count				On Campus F.T.E.
		Degree Programs		Home Study	Total	
		On Campus	Off Campus			
Parkland College, Champaign (Opened, 1967)	1969	2810	----	----	2810	1993
	1967	1332	----	----	1332	739
University of Illinois, Urbana	1969	32759	2000	3557	38316	30666
	1964	27020	2943	2280	32243	25435
Eastern Illinois University Charleston	1969	7887	303	----	8190	7552
	1964	4666	212	----	4878	4522
Lake Land College, Mattoon (Opened, 1967)	1969	1881	169	----	2050	1609
	1967	570	57	----	627	341
Kankakee Community College, Kankakee (Opened, 1968)	1969	873	----	----	873	650
	1968	553	----	----	553	405
Olivet Nazarene College Kankakee	1969	1825	----	----	1825	1616
	1964	1364	----	----	1364	1200
Winston Churchill College, Pontiac (Opened, 1966)	1969	176	----	----	176	162
	1966	196	----	----	196	187
Illinois Wesleyan University Bloomington	1969	1688	----	----	1688	1657
	1964	1346	----	----	1346	1309
Illinois State University Normal	1969	14687	848	----	15535	13384
	1964	7350	374	----	7724	7724
Millikin University Decatur	1969	1883	----	----	1883	1608
	1964	1895	----	----	1895	1326
Danville Jr. College, Danville	1969	1521	----	----	1521	1292
	1964	617	----	----	617	397

OFFICE OF THE SUPERINTENDENT OF PUBLIC INSTRUCTION

PUBLIC SCHOOL ENROLLMENT, GRADES 9 - 12
AREA F

	9th Grade Total	10th Grade Total	11th Grade Total	12th Grade Total	Unclassified Total	Grand Total
Champaign	2,278	2,210	2,065	1,787	165	8,505
Clark	308	324	271	281	10	1,194
Coles	742	723	742	671	27	2,905
Cumberland	180	177	163	141	2	663
DeWitt	280	269	271	231	---	1,051
Douglas	405	373	347	338	16	1,479
Edgar	409	432	361	361	9	1,572
Effingham	452	492	446	421	---	1,811
Ford	349	335	333	275	11	1,303
Iroquois	703	626	631	571	---	2,531
Kankakee	1,646	1,577	1,434	1,343	43	6,043
Livingston	834	822	762	686	10	3,114
McLean	1,702	1,533	1,514	1,277	65	6,091
Moultrie	190	208	161	199	---	758
Piatt	417	393	363	385	4	1,562
Shelby	399	405	371	304	17	1,496
Vermilion	1,824	1,818	1,542	1,396	64	6,644
Totals	13,118	12,717	11,777	10,667	443	48,722

CAMPS AREA F

1968-69 ANNUAL SCHOOL DISTRICT DROPOUT REPORT

County	Boy	Girl	Total
Champaign	186	107	293
Clark	31	17	48
Coles	84	84	168
Cumberland	44	53	97
DeWitt	43	39	82
Douglas	29	35	64
Edgar	39	46	85
Effingham	25	11	36
Ford	30	37	67
Iroquois	60	43	103
Kankakee	603	531	1,134
Livingston	123	95	218
McLean	149	126	275
Moultrie	13	12	25
Piatt	27	14	41
Shelby	29	27	56
Vermilion	250	195	445
Area Totals:	1,765	1,472	3,237

Camps Area F

Number of Persons Receiving Public Aid, By County

July 1969 and July, 1964

County		Total 5 Programs		General Assist		Old Age Assist		Aid to Depen. Chil		Blind Assist		Disability Assist.	
		Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.
Champaign	1969	3411	23	277	2	440	51	2396	43	20	13	278	3
	1964	2272	16	346	2	425	49	1367	24	22	15	112	1
Clark	1969	438	27	10	1	189	71	172	23	1	--	66	8
	1964	420	26	32	2	206	77	141	19	6	38	35	4
Coles	1969	1602	35	372	8	438	84	519	27	10	22	263	11
	1964	1569	37	307	7	541	104	570	29	15	35	136	6
Cumberland	1969	174	19	26	3	55	38	52	11	--	--	41	8
	1964	169	18	26	3	94	66	32	6	2	21	15	3
DeWitt	1969	431	26	67	4	189	80	115	15	5	30	55	6
	1964	371	23	82	5	144	61	121	16	5	29	19	2
Douglas	1969	514	26	117	6	142	64	182	18	--	--	73	7
	1964	319	16	74	4	154	69	57	6	5	25	29	3
Edgar	1969	767	35	134	6	202	63	292	29	6	27	133	11
	1964	929	43	178	8	283	88	390	38	8	37	70	6
Effingham	1969	1060	42	225	9	215	79	477	39	5	20	138	12
	1964	573	25	83	4	209	77	231	19	6	26	44	4
Ford	1969	350	21	42	3	86	42	192	25	3	--	27	3
	1964	254	15	45	3	95	46	88	11	7	42	19	2
Iroquois	1969	546	16	35	1	156	38	279	17	3	--	73	4
	1964	372	11	19	1	188	46	136	9	5	15	24	1

Camps Area F (Contd)

Number of Persons Receiving Public Aid, By County

July, 1969 and July, 1964

County		Total 5 Programs		General Assist		Old Age Assist		Aid to Depen Child.		Blind Assist		Disability Assist.	
		Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.	Number	Per 1000 Pop.
Kankakee	1969	4853	48	358	4	2070	193	2171	56	14	14	240	5
	1964	2006	21	326	3	300	28	1298	33	10	10	72	1
Livingston	1969	658	16	34	1	206	41	337	19	3	--	78	4
	1964	631	16	121	3	216	43	255	14	4	--	35	2
McLean	1969	1783	20	342	4	505	51	574	15	8	9	354	8
	1964	1853	22	453	5	623	62	634	17	18	21	125	3
Macon	1969	6300	50	1188	9	895	76	3676	66	18	14	523	8
	1964	5183	42	948	8	876	74	3049	53	31	25	279	4
Moultrie	1969	383	28	12	1	190	94	121	19	3	--	57	8
	1964	386	29	76	6	184	91	84	12	7	52	35	5
Piatt	1969	316	21	43	3	96	52	126	17	3	--	48	6
	1964	315	21	63	4	126	68	102	13	6	41	18	2
Shelby	1969	614	26	50	2	207	58	286	24	8	34	63	5
	1964	744	33	46	2	354	99	295	25	10	44	39	3
Vermilion	1969	3543	35	473	5	552	49	2101	47	22	22	395	8
	1964	2673	27	247	3	675	60	1556	35	26	26	169	3

Note: Populations used in determining rates for total programs, Blind Assistance, and General Assistance are estimates of the Illinois Department of Public Health for July 1, 1968, and July 1, 1963 for 1969 and 1964, respectively, and are based on total population. For other programs the 1960 Census of Populations is used for determining rates as follows: Old Age Assistance, 65 years and over; Aid to Dependent Children, children under 18 years of age; and Disability Assistance, 18 to 64 years of age, inclusive. Recipient rate per person not computed when the number of persons is less than five.

CAMPS AREA F
COUNTY FACT SHEET ON THE ADC PROGRAM--JANUARY 1969

	ADC-Combined			Basic Sector		Unemployed Sector	
	January 1969						
	Number	Change from Previous Year	January 1968	January 1969	January 1968	January 1969	January 1968
COMPOSITION OF CASELOADS							
Number of cases	2,920	+ 500	2,420	2,719	2,220	201	200
Number of persons	12,296	+1,696	10,600	11,063	9,381	1,233	1,219
Number of children	9,327	+1,289	8,038	8,489	7,213	838	825

CHARACTERISTICS OF ADULTS IN THE ADC-COMBINED PROGRAM--JUNE 1968 (most recent data available)

	Total		White Adults			Nonwhite Adults		
	Number	Percent	Total	Men	Women	Total	Men	Women
TOTAL ADULTS	2,629	100.0	1,516	279	1,237	1,113	93	1,020
AGE OF ADULTS								
Under 25 years	506	19.2	271	22	249	235	4	231
25-29 years	439	16.7	251	21	230	188	9	179
30-34 years	436	16.6	227	29	198	209	16	193
35-39 years	396	15.1	217	31	186	179	14	165
40-44 years	293	11.1	180	34	146	113	10	103
45 years and over	559	21.3	370	142	228	189	40	149
EDUCATIONAL LEVEL OF ADULTS								
Did not complete elementary school	719	27.4	357	127	230	362	54	308
Completed elementary school	497	18.9	334	66	268	163	8	155
Some high school but did not graduate	1,034	39.3	558	61	497	476	23	453
Completed high school	379	14.4	267	25	242	112	8	104
WORK EXPERIENCE OF ADULTS								
No work experience	440	16.7	273	5	268	167	--	167
Service occupations	1,309	49.8	622	55	567	687	20	667
Unskilled	368	14.0	228	121	107	140	48	92
Semi-skilled	261	9.9	195	38	157	66	14	52
Clerical and sales	175	6.7	136	6	130	39	1	38
Skilled, professional and managerial	76	2.9	62	54	8	14	10	4

CAMPS AREA F

DECILE GROUPING OF COUNTIES IN 1960 AS A COMPOSITE OF FOUR INDICES:

Decile & County	Used to Compute Composite Index					Other Indices (Percents)		
	Composite Index	Ages 65+	Families Under $3,000	Males Under 8 Years of School	Employed Males as Laborers	Civilian Males Unemployed	Children Under 18 not with Both Parents	Children 14 to 17 not in School
I - Champaign	91	6.5	17.2	11.3	17.4	3.5	9.8	17.9
II - Macon	96	10.0	15.2	16.6	13.3	4.9	11.3	10.2
III - McLean	111	11.9	18.5	16.3	16.0	3.5	10.0	9.2
III - Kankakee	114	11.6	15.9	23.7	15.3	4.5	9.8	12.4
III - Douglas	116	11.6	23.3	16.1	15.0	2.1	6.5	14.6
III - Livingston	120	12.5	21.1	18.0	16.5	3.4	8.1	11.3
IV - Vermilion	121	11.6	20.1	22.8	15.8	5.8	12.1	15.0
IV - Piatt	122	12.3	21.7	16.5	18.2	5.5	8.8	8.4
IV - Coles	124	12.1	23.1	19.7	16.1	4.9	9.2	10.3
IV - Effingham	126	11.7	26.6	20.2	14.1	5.4	8.9	10.4
IV - Ford	126	12.5	25.6	14.3	18.4	3.4	5.6	7.3
V - DeWitt	130	13.7	26.7	16.8	15.7	4.4	9.4	10.8
V - Iroquois	132	12.3	26.7	19.0	17.5	3.1	7.3	12.8
VI - Moultrie	139	14.8	25.8	22.1	16.4	3.8	7.0	15.8
VII - Edgar	148	14.3	33.5	17.0	18.7	6.1	11.7	11.8
VII - Cumberland	151	14.4	36.8	20.4	14.5	5.7	6.3	41.0
VIII - Shelby	155	15.3	35.4	20.0	17.3	4.0	6.8	7.3
IX - Clark	159	16.1	37.0	20.6	16.2	7.3	8.8	10.7
State of Illinois	100	9.7	15.0	19.4	13.9	4.5	11.8	12.5

Note: Experimental Socioeconomic Index developed by Illinois Department of Public Health

CAMPS AREA F

Ranking of Counties as a Composite of Five Population Indices

County	Composite* Ranking	Used to Compute Composite Ranking: Total Population 1968	% Increase in Tot. Pop. 1960-68	% of Tot. Pop. Under 65 yrs. 1968	"Non-Farm" % of Tot. Pop. 1968	% Decrease in Farm Pop. 1960-68
Champaign	1	1	1	1	2	5
Macon	2	2	6	(tied)2	1	8
McLean	3	5	3	(tied)4	6	4
Kankakee	4	3	2	(tied)2	3	14
Coles	5	6	5	8	5	1
Vermilion	6	4	7	6	4	11
Livingston	7	7	8	9	11	9
Douglas	8	12	10	(tied)4	7	(tied)12
Ford	9	(tied)13	12	7	12	3
Piatt	10	16	9	12	9	6
DeWitt	11	(tied)13	16	15	8	2
Iroquois	12	8	11	10	16	10
Effingham	13	9	4	11	15	18
Edgar	14	11	17	14	10	7
Shelby	15	10	13	16	17	15
Moultrie	16	17	14	17	13	(tied)12
Clark	17	15	15	18	14	17
Cumberland	18	18	18	13	18	16

*Computed by assigning equal weight to the five factors.

CAMPS AREA F

Ranking of Counties as a Composite of Five Labor Force Indices

County	Composite Ranking*	Unemployment Rate 1968	% increase in CWF 1960-68	% of CWF in Mfg. 1968	% Incrs. in Mfg. Employment 1960-68	% Decrease in Farm Employment 1960-68
Kankakee	1	6	4	3	5	1
Macon (tied)	2	9	5	1	2	5
McLean(tied)	2	1	2	12	3	4
Champaign	4	3	1	17	1	2
Vermilion	5	14	9	2	6	3
Coles & Cumberland**	6	10	3	8	10	6
Douglas	7	5	8	4	12	(tied)15
Clark	8	11	7	7	9	12
Edgar	9	13	10	5	8	9
Effingham	10	17	6	9	4	(tied)15
Piatt	11	4	15	16	7	11
DeWitt (tied)	12	2	13	13	13	17
Ford (tied)	12	16	11	10	11	10
Livingston (tied)	12	7	12	11	15	13
Moultrie	15	8	14	16	17	14
Shelby	16	12	17	15	14	8
Iroquois	17	15	16	14	16	7

*Computed by assigning equal weight to the five factors.
**For Labor Force Date Purposes, Coles and Cumberland counties are combined.

CAMPS AREA F
Comparison of Three Rankings:
Socioeconomic Index
Population Index
Labor Force Index

	Index Rankings				
	Socioeconomic		Population		Labor Force
	(1) Champaign	(1)	Champaign		(1) Kankakee
	(2) Macon	(2)	Macon	tied	(2) Macon
	(3) McLean	(3)	McLean	tied	(2) McLean
	(4) Kankakee	(4)	Kankakee		(4) Champaign
	(5) Douglas	(5)	Coles		(5) Vermilion
	(6) Livingston	(6)	Vermilion		(6) Coles & Cumberland
	(7) Vermilion	(7)	Livingston		(7) Douglas
	(8) Piatt	(8)	Douglas		
	(9) Coles	(9)	Ford		(8) Clark
tied	(10) Effingham	(10)	Piatt		(9) Edgar
tied	(10) Ford	(11)	DeWitt		(10) Effingham
	(12) DeWitt	(12)	Iroquois		(11) Piatt
	(13) Iroquois	(13)	Effingham		(12) DeWitt
	(14) Moultrie	(14)	Edgar	tied	(12) Ford
	(15) Edgar	(15)	Shelby	tied	(12) Livingston
	(16) Cumberland	(16)	Moultrie		(15) Moultrie
	(17) Shelby	(17)	Clark		(16) Shelby
	(18) Clark	(18)	Cumberland		(17) Iroquois

CHAMPAIGN COUNTY
POPULATION DATA

	1968	Percent	1960	Percent	Change Amount	Change Percent
Total Population	150000	100.0	132436	100.0	17564	13.3
Farm Population	6843	4.6	9644	7.3	-2801	-29.0
Non-Farm Population	143157	95.4	122792	92.7	20365	16.6
Population by Age	**1965**	**Percent**	**1960**	**Percent**	**Amount**	**Percent**
Total Population	145000	100.0	132436	100.0	12564	9.5
Ages: 0-4	13200	9.1	16090	12.2	-2890	-18.0
5-17	34900	24.1	26600	20.0	8300	31.2
18-44	66600	45.9	62995	47.6	3605	5.7
45-64	21000	14.5	18090	13.7	2910	16.1
65 and Over	9300	6.4	8661	6.5	639	7.4
Population by Race and Sex, Ages 18-44	**1965**	**Percent**	**1960**	**Percent**	**Amount**	**Percent**
Total 18-44 Population	66566	100.00	62995	100.0	3571	5.7
Total Male	39983	60.1	36238	57.5	3745	10.3
Female	26583	39.9	26757	42.5	-174	-.7
Total White	62598	94.0	59259	94.1	3339	5.6
Male	37727	(60.3)	34162	(57.7)	3565	10.4
Female	24871	(39.7)	25097	(42.3)	-226	-.9
Total Non-White	3968	6.0	3736	5.9	232	6.2
Male	2256	(56.9)	2076	(55.6)	180	8.7
Female	1712	(43.1)	1660	(44.4)	52	3.1

CHAMPAIGN COUNTY
LABOR FORCE STATUS OF THE POPULATION
1968 and 1960

	1968	Percent	1960*	Percent	Change Amount	Change Percent
Labor Force						
Civilian Work Force	67625	100.0	45844	100.0	21781	47.5
Unemployment	1700	2.5	1612	3.5	88	5.5
Employment	65925	97.5	44082	96.2	21843	49.6
Non-ag. Wage and Salary	58200	86.1	36129	78.8	22071	61.1
Manufacturing	5575	8.2	3436	7.5	2139	62.3
Nomanufacturing	52625	77.9	32693	71.3	19932	60.1
All Other Nonagricultural	5575	8.2	4548	7.9	1027	22.6
Agricultural	2150	3.2	3405	7.4	-1255	-36.9

*Civilian work force in 1960 minus unemployment does not equal employment figure as shown due to error in 1960 census labor force statistics.

CHAMPAIGN COUNTY

EMPLOYMENT BY INDUSTRY

1968 and 1960

	1968	Percent	1960	Percent	Change Amount	Change Percent
Total Employment	65925	100.0	44082	100.0	21843	49.6
Nonagricultural Wage and Salary	58200	88.3	36129	81.9	22071	61.1
Manufacturing	5575	8.5	3436	7.8	2139	62.3
Durables	2950	4.5	1224	2.8	1726	141.0
Lumber-Wood-Furn.-Fixtures	225		124		101	81.5
Stone-Clay-Glass	100		N.A.		N.A.	N.A.
Metals-Machinery	2475		876		1599	182.5
All Other Durables	150		224		- 74	- 33.0
Non-durables	2625	4.0	2212	5.0	413	18.7
Food	1300		744		556	74.7
Printing-Publishing	775		865		- 90	- 10.4
All Other Non-durables	550		603		- 53	- 8.8
Non-manufacturing	52625	79.8	32693	74.1	19932	60.1
Mining	50	.1	28	.1	22	78.6
Construction	2475	3.7	2312	5.2	163	7.1
Trans.-Comm.-Utilities	2325	3.5	2450	5.6	- 125	- 5.1
Trade	10700	16.2	8086	18.3	2614	32.3
Finance-Insurance-Realty	1225	1.9	1279	2.9	- 54	- 4.2
Services	8550	13.0	4045	9.2	4505	111.4
Government	2 7300	41.4	14493	32.8	12807	88.4
Federal	3350		N.A.		N.A.	N.A.
State-Local	23950		N.A.		N.A.	N.A.
All Other Non-agricultural	5575	8.5	4548	10.3	1027	22.6
Agricultural	2150	3.2	3405	7.8	- 1255	- 36.9

Note: Not all figures in this Table are given directly in the 1960 Census; Table balanced out in the "Service" category.

CHAMPAIGN COUNTY
MANUFACTURING ESTABLISHMENTS
MAJOR PUBLIC AND QUASI-PUBLIC FACILITIES

Manufacturing Establishments, by Product Classification and by Employment Size Class -- 1966

Industry	Total Establish-ments	1 to 19	20 to 49	50 to 99	100 to 249	250 to 499	500 or more
Manufacturing, total	90	52	20	6	9	2	1
Food and kindred products	18	7	5	3	2	1	
Dairy products	6	2	3		1		
Canned & frozen foods	1					1	
Bakery products	3	1		2			
Misc. food preparations	4	2		1	1		
Other	4	2	2				
Apparel and related products	4	2			2		
Misc. apparel & accessories	2				2		
Other	2	2					
Furniture and fixtures	4	1	1	2			
Public bldg. & related furn.	3		1	2			
Other	1	1					
Printing and publishing	23	16	4		3		
Newspapers	6	3	1		2		
Commercial printing	7	6			1		
Other	10	7	3				
Stone, clay and glass products	13	9	4				
Concrete, gypsum, & plaster	13	9	4				
Primary metal industries	2				1	1	
Nonferrous foundries	1				1		
Primary metal ind., NEC(9)	1					1	
Machinery, except electrical	6	3	2		1		
Construction & like equipment	1				1		
Other	5	3	2				
Electrical machinery	1						1
Communication equipment	1						1
Miscellaneous manufacturing	5	3	2				
Other manufacturing	14	11	2	1			

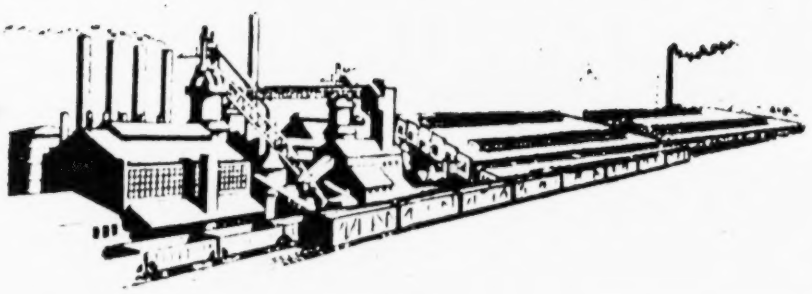
SOURCE: U. S. Department of Commerce

MAJOR PUBLIC AND QUASI-PUBLIC FACILITIES

University of Illinois, Urbana (1966 enrollment: 29,120)
Herman M. Adler Mental Health Zone Center, Champaign
Chanute Air Force Base, Rantoul (June, 1965, military and civilian employment: 12,728)

C H A M P A I G N - U R B A N A A R E A

MANPOWER TRENDS



STATE OF ILLINOIS
RICHARD B. OGILVIE
GOVERNOR
DEPARTMENT OF LABOR
BUREAU OF EMPLOYMENT SECURITY
DIVISION OF UNEMPLOYMENT COMPENSATION
ILLINOIS STATE EMPLOYMENT SERVICE

John H. Gernon, Jr., Manager
402 North Randolph Street
Champaign, Illinois 61820

FEBRUARY 1970

Summary

Unemployment pushed upward in the Champaign-Urbana area in January 1970, as the jobless rate advanced to 3.5 percent, from 2.5 percent in mid-November. Since November 1969, stringent employment cutbacks have occurred in outdoor activities, especially construction, due to severe weather reducing payrolls by 2,550 to 66,300. Post-holiday retail trade cutbacks were also a factor. The outlook is for subdued progress in seasonal industires as the weather permits, but with more cutbacks in manufacturing industries.

WORK FORCE SUMMARY - CHAMPAIGN-URBANA AREA

Item	January 1970	November 1969	January 1969
1. Total civilian work force	68,725	70,650	68,350
2. Unemployment	2,425	1,800	1,975
A. Percent of work force	3.5	2.5	2.9
3. Employment	66,300	68,850	66,375
A. Nonagricultural wage and salary workers (except domestic)	59,400	61,125	59.425
(1) Manufacturing	5,575	5,600	6,150
(2) Nonmanufacturing	53,825	55,525	53,275
B. All other nonagricultural employment 1/	5,425	5,650	5,375
C. Agricultural	1,475	2,075	1,575

a/ Includes self-employed, unpaid family and domestic workers.

Employment decline since November 1969

In the two months from November 1969 to January 1970, total employment declined by 2,550. Manufacturing remained stable; however nonmanufacturing declined by 1,700. Construction lost 475 workers because of weather and economic conditions, and plunged to its lowest January level since 1964. Normal post-holiday

The Champaign-Urbana area includes all of Champaign County.

cutbacks in retail trade pared 500 workers from payrolls. State government fell off by 500, due to the mid-semester lull at the University of Illinois. Agricultural employment declined by 600 workers approaching the seasonal low. Finance-insurance-real esate made moderate gains, due to expanded services, involving temporary workers selling license plates, and staff additions in anticipation of the tax season.

Year to year employment changes

Total employment was below the level of January 1969, because of gradual losses in metals-machinery and agriculture. Nonmanufacturing produced a net gain, as government additions over the year totaled 900 workers. Retail trade and finance were also above year-ago figures. New establishments in trade accounted for its gains. Losses over the year occurred in construction, transportation-communications and utilities, nonprofessional services, and agriculture.

Unemployment changes

Unemployment at 3.5 percent, jumped to its highest January rate since 1964. This abnormal increase was due to severe weather, which triggered layoffs in outdoor activities. Construction was most notably affected, as it dipped to its lowest employment level in the past six years. National policies designed to curb inflation also contributed to this jobless uptrend, as hiring in local industries is inhibited by "tight money" or lack of business. One year ago, in January, the local jobless rate was 2.9 percent of the work force. Since November, area unemployment has advanced one percentage point. The November jobless rate was somewhat above normal; the current rate was partly a carryover of the high November figure complicated by the factors mentioned above. The national unemployment rate for January 1970, was 4.2 percent. This rate for January 1969, was 3.7 percent.

Labor pool

Since November 1969 the number of persons actively seeking work at the Champaign local office has increased. The proportion of female work seekers remained stable at about 40 percent of the total. This unusually large jump in active applicants was a 40 percent increase over January 1969. Cutbacks in construction and pending retrenchments in manufacturing were major factors in this change, as well as post-holiday layoffs in retail trade. The youthful profile of the active applicants has not changed, with 34 percent of the active work seekers less than 22 years old, and 36 percent between 22 and 34 years of age. Twelve percent of the work seekers were 35-44 years old, and 11 percent, 45-54 years of age.

Outlook

The employment outlook over the next four months is for subdued progress in seasonal industries, while layoffs are expected in manufacturing. Trade should decline, until the Easter season arrives. The unemployment rate should continue at an above-normal level, with a rate of about 3.9 percent in February, 3.3 percent in March and approximately 2.8 percent in April. Cutbacks in government could occur, depending on the direction that the state and federal budgets take for the coming fiscal year.

HIRE THROUGH YOUR
ILLINOIS STATE EMPLOYMENT SERVICE
CALL: 356-1876

AREA: CHAMPAIGN, DOUGLAS AND FORD COUNTIES
EMPLOYMENT OUTLOOK FOR 33 OCCUPATIONS
1969

Electronic Technicians	Good
Mechanical-Engineering Technicians	Moderate
Mechanical Draftsmen	Moderate
Medical Laboratory Assistants	Limited
LPN	Good
Stenographers	Good
Typists	Good
Bank Tellers	Moderate
Keypunch Operators	Moderate
Billing-Machine Operators	Moderate
Bookkeeping Machine Operators II	Moderate
General Office Clerks	Good
Stock Clerks	Moderate
Restaurant Cooks	Good
Short Order Cooks	Moderate
Cosmetologists	Limited
Production-Machine Operators	Limited
Automobile Mechanics	Good
Aircraft-Engine Mechanics	Limited
Farm-Equipment Mechanics	Limited
Diesel Mechanics	Limited
Office Machine Mechanics	Limited
Air-Conditioning Mechanics, Commercial	Limited
Air-Conditioning Mechanics, Domestic	Moderate
Refrigeration Mechanics	Moderate
Dental Technicians	Moderate
Radio Repairmen	Limited
TV Service and Repairmen	Moderate
Automobile Body Repairmen	Moderate
Combination Welders	Limited
Electric-Appliance Servicemen	Moderate
Building Maintenance Men	Limited
Tractor-Trailer-Truck Drivers	Limited

Champaign County Vo-Tech Enrollment 1968-69

Occupational Group	All Programs			Level of Program			
					Post-Secondary		Adult &
	Total	Male	Female	Secondary	Full-Time	Part-Time	Special
Agriculture	748	746	2	294	331	85	38
Cooperative	441	440	1	21	331	85	4
Preparatory & Others	307	306	1	273	----	----	34
Distributive Education	141	83	58	84	----	----	57
Cooperative	129	78	51	72	----	----	57
Preparatory & Others	12	5	7	12	----	----	----
Health Occupations	322	42	280	14	264	32	12
Cooperative	17	2	15	14	----	----	3
Preparatory & Others	305	40	265	----	264	32	9
Home Economics	1795	167	1628	1771	----	----	24
Cooperative	103	40	63	79	----	----	24
Preparatory & Others	1692	127	1565	1692	----	----	----
Office Occupations	1567	517	1050	581	472	483	31
Cooperative	79	6	73	58	----	----	21
Preparatory & Others	1488	511	977	523	472	483	10
Technical	466	457	9	----	263	203	----
Cooperative	----	----	----	----	----	----	----
Preparatory & Others	466	457	9	----	263	203	----
Trades and Industry	603	567	36	193	115	49	246
Cooperative	207	187	20	114	----	----	93
Preparatory & Others	396	380	16	79	115	49	153
Vocational Information	492	327	165	222	----	----	270
Cooperative	----	----	----	----	----	----	----
Preparatory & Others	492	327	165	222	----	----	270
County Total	6134	2906	3228	3159	1445	852	678
Cooperative	976	753	223	358	331	85	202
Preparatory & Others	5158	2153	3005	2801	1114	767	476
Enrollment Distribution (Percent)-County Total	100.0	47.4	52.6	51.5	23.6	13.9	11.0

Note: All individuals reported in "Preparatory & Others" were in Preparatory Programs except for 59 in Supplementary and 81 in Apprenticeship Programs.

Champaign County
Vo-Tech Enrollment by Type of Program--Percentage Distribution
1966-67 and 1968-69

Program		1968-69	1966-67
Total:	Number	6134	3394
	Percent	100.0	100.0
Agriculture		12.2	11.8
Distributive Education		2.3	2.7
Health Occupations		5.2	.2
Home Economics		29.3	56.6
Office Occupations		25.6	18.3
Technical		7.6	1.7
Trades and Industry		9.8	8.4
Vocational Information		8.0	.3

CHAMPAIGN COUNTY
COUNTY FACT SHEET ON THE ADC PROGRAM--NOVEMBER 1969

	ADC-Combined			Basic Sector		Unemployed Sector	
	November 1969						
	Number	Change from Previous Year	November 1968	November 1969	November 1968	November 1969	November 1968
COMPOSITION OF CASELOADS							
Number of cases	604	+134	470	597	463	7	7
Number of persons	2,365	+409	1,956	2,322	1,917	43	39
Number of children	1,809	+291	1,518	1,779	1,493	30	25

CHARACTERISTICS OF ADULTS IN THE ADC-COMBINED PROGRAM--JUNE 1969 (most recent data available)

	Total		White Adults			Nonwhite Adults		
	Number	Percent	Total	Men	Women	Total	Men	Women
TOTAL ADULTS	525	100.0	182	17	165	343	16	327
AGE OF ADULTS								
Under 25 years	130	24.8	31	--	31	99	1	98
25-29 years	110	20.9	45	1	44	65	1	64
30-34 years	91	17.3	29	2	27	62	3	59
35-39 years	73	13.9	31	6	25	42	3	39
40-44 years	55	10.5	21	4	17	34	1	33
45 years and over	66	12.6	25	4	21	41	7	34
EDUCATIONAL LEVEL OF ADULTS								
Did not complete elementary school	101	19.2	17	5	12	84	9	75
Completed elementary school	67	12.8	18	--	18	49	2	47
Some high school but did not graduate	244	46.5	85	8	77	159	3	156
Completed high school	113	21.5	62	4	58	51	2	49
WORK EXPERIENCE OF ADULTS								
No work experience	63	12.0	17	--	17	46	--	46
Service occupations	336	64.0	92	5	87	244	8	236
Unskilled	28	5.4	9	3	6	19	4	15
Semi-skilled	32	6.1	16	2	14	16	2	14
Clerical and sales	50	9.5	37	--	37	13	--	13
Skilled, professional and managerial	16	3.0	11	7	4	5	2	3

Illinois Department of Public Aid

COUNTY SUMMARY OF PUBLIC ASSISTANCE LOADS--NOVEMBER 1969

County Champaign Region II

RECIPIENT RATE PER 1,000 TOTAL POPULATION 24

******

NUMBER OF CASES AND PERSONS, BY PROGRAM . . . .

	Number of Cases	Number of Persons
Total.....	1,532	3,586
Old Age Assistance.....	231	231
Blind Assistance.....	16	16
Disability Assistance.....	213	213
Aid to Dependent Children.....	604	2,365
Medical Assistance.....	365	446
General Assistance[a]/.....	103	315

******

EMPLOYABILITY STATUS OF GENERAL ASSISTANCE GRANT CASES. . . . .

	Total Cases
Total.....	98
Employable cases[b]/.....	44
Unemployable cases.....	54

a/Includes General Assistance cases receiving grants and medical only cases in all local governmental units.
b/Cases with one or more persons able to work.

SEE ATTACHED SHEET FOR DETAILED CHARACTERISTICS OF THE AID TO DEPENDENT CHILDREN PROGRAM.

AREA: CHAMPAIGN, DOUGLAS AND FORD COUNTIES

Universe of Need
1969

TOTAL UNIVERSE OF NEED	12650
Poor	
Total	8400
Disadvantaged	6650
Other	1750
Non-Poor	
Total	4250
Unemployed	2975
Other	1275

Date: May, 1967

POPULATION PROJECTION (Migration-Natural Increase Technique)

CHAMPAIGN-URBANA TRANSPORTATION STUDY

Year	Population[1]	Net Migration	Pop. Adjusted for Net Migration	Natural Net Increase[1]	Pop. Adjusted for Net Increase
1940	37,366	1,384	38,750	352	39,102
1945	37,034	910	37,944	543	38,487
1950	62,397	666	61,731	1,069	62,800
1955	70,800	683	71,483	1,217	72,700
1960	76,877	606	77,483	1,517	79,000
1965	85,400[2]	190[2]	85,590[2]	930[2]	86,520[2]
1970	90,785	220	91,005	920	91,925
1975	97,605	280	97,885	1,500	99,385
1980	108,330	380	108,710	2,400	111,110
1985	125,410	480	125,890	4,025	129,915

Sources:

1. All population and natural increase figures before 1965 were obtained from the Bureau of Vital Statistics, State of Illinois.
2. Forecasts prepared by Harland Bartholomew and Associates, Memphis, Tennessee.

Date Prepared February, 1967

RESIDENT EMPLOYMENT, CHAMPAIGN - URBANA, 1963 - 1985

	1963	%	1985	%	Change 1963-1985 Number	Change 1963-1985 % Increase
Labor Force	33,600		53,250		19,650	58.5
Employment[1]	31,975	100.00	50,800	100.00	18,825	58.9
Unemployment[2]	1,010	3.1	1,600	3.0		
Sector						
Agriculture, Forestry	320	1.0	200	.4	-120	-37.5
Manufacturing	2,745	8.6	5,300	10.1	2,555	92.8
Trade	5,670	17.8	7.750	15.3	2,080	37.7
Construction, Mining	1,625	5.1	2,400	4.8	775	47.6
Services, and Miscellaneous	16,715	52.3	27,900	55.0	11,185	66.7
Services other than Education	(6,990)	(21.9)	(11,300)	(22.3)	(4,310)	(61.7)
Education	(9,725)	(30.4)	(16,600)	(32.7)	(6,875)	(70.7)
Government	1,875	5.8	3,600	7.1	1,725	92.0
Transportation, Communications, Utilities	1,780	5.5	1,600	3.2	-180	-10.1
Finance, Insurance, Real Estate	1,245	3.9	2,050	4.1	805	64.6
Population	81,300		126,700		45,400	55.8
Employment rate	39.3		40.1			

1. Employment and Unemployment do not equal labor force due to Armed Forces complement.
2. As a percent of the Labor Force

Source: Employment and population estimates by Harland Bartholomew and Associates.

EDUCATION COMPLETED BY POPULATION
AGE 25 AND OVER
CITIES OF CHAMPAIGN AND URBANA

			Elementary		Secondary		College		Median		
Years of School Completed1/		None	1-7	8	1-3	4	1-3	4	Local	State	US2/
1940	Total	122	*	8,664	3,626	4,697	2,091	3,708	11.2	8.7	8.6
	Male	59	*	4,398	1,591	1,714	853	2,122	11.0	8.7	8.6
	Female	63	*	4,266	2,035	2,983	1,238	1,586	11.5	8.7	8.7
1950	Total	180	3,465	4,295	3,860	6,635	4,510	7,595	12.7	9.3	9.3
	Male	120	1,685	1,865	1,705	2,365	2,475	4,615	13.1	9.1	9.0
	Female	60	1,780	2,430	2,155	4,270	2,035	2,980	12.4	9.5	9.6
1960	Total	165	2,385	4,559	5,366	8,448	4,850	9,279	12.8	10.5	10.6
	Male	122	1,766	2,005	2,206	3,165	2,393	5,878	13.3	10.4	10.3
	Female	43	1,619	2,554	3,160	5,283	2,457	3,401	12.4	10.6	10.5

Sources:
*Not available, grouped under & grade
U.S. Bureau of the Census Characteristics of the Population

ILLUSTRATIVE MATERIAL FROM: DIRECTORY, UNITED COMMUNITY COUNCIL OF CHAMPAIGN COUNTY

CATEGORIES OF SERVICE INDEX

Code Letter	CATEGORY	Number of Agencies
A	ADOPTION SERVICES & SERVICES TO UNWED PARENTS	5
B	AGING, SPECIAL SERVICES FOR THE	19
C	CHILDREN AND YOUTH, SPECIAL SERVICES FOR	52
D	COMMUNITY AND CONSULTATION SERVICES	61
E	DAY CARE AND FOSTER CARE SERVICES FOR CHILDREN	11
F	DISASTER AND EMERGENCY SERVICES	15
G	EDUCATIONAL AND INSTRUCTIONAL SERVICES FOR CHILDREN AND/OR ADULTS	38
H	EMPLOYMENT SERVICES (PUBLIC ONLY)	13
I	SPECIAL FAMILY SERVICES	21
J	FINANCIAL AND MATERIAL AID	20
K	HEALTH AND HEALTH AND SAFETY EDUCATION, TREATMENT OF ILLNESS	35
L	HOUSING SERVICES	4
M	INSTITUTION SERVICES: MEDICAL, PROTECTIVE AND RESIDENTIAL CARE	25
N	"LEGAL" SERVICES	20
O	MENTAL HEALTH AND PSYCHIATRIC SERVICES	31
P	MENTAL RETARDATION SERVICES	12
Q	MINORITIES, SPECIAL SERVICES ON BEHALF OF	8
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V	SERVICEMEN AND THEIR FAMILIES, SPECIAL SERVICES FOR	4
W	STUDENTS, U. OF I., SPECIAL SERVICES FOR	4
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H Employment Services (non-profit only). Including specific trade or vocational training and vocational information.

CHAMPAIGN, UNIT IV SCHOOLS ADULT, SUMMER & VOCATIONAL EDUCATION
CHAMPAIGN COUNTY DEPARTMENT OF PUBLIC AID
CHAMPAIGN COUNTY ECONOMIC OPPORTUNITY COUNCIL
CHAMPAIGN COUNTY REHABILITATION CENTER
CHANUTE AIR FORCE BASE, CIVILIAN PERSONNEL OFFICE
ILLINOIS DEPARTMENT OF MENTAL HEALTH, MEYER ZONE CENTER
ILLINOIS STATE DIVISION OF VOCATIONAL REHABILITATION
ILLINOIS STATE EMPLOYMENT SERVICE & UNEMPLOYMENT COMPENSATION
OPPORTUNITIES INDUSTRIALIZATION CENTER
RANTOUL SCHOOLS, TOWNSHIP HIGH SCHOOL
UNIVERSITY OF ILLINOIS, EMPLOYMENT: URBANA PERSONNEL SERVICES OFFICE
URBAN LEAGUE OF CHAMPAIGN COUNTY
URBANA, UNIT 116 SCHOOLS, ADULT EDUCATION

CHAMPAIGN-URBANA

COMMUNITY DEVELOPMENT BIBLIOGRAPHY

A. General Area Information
B. Urban Planning
C. Urban Renewal: Northeast Project No. 1
D. Housing
E. Student Reports

UNIVERSITY OF ILLINOIS
DEPARTMENT OF URBAN PLANNING
SEPTEMBER 1969

An eight-page bibliography used to illustrate the variety of source materials available on the community of Champaign-Urbana.

APPENDIX 10

PROPOSAL FOR A STATE SERVICES REGISTRY

·90-73 (Rev. 1-65)

ILLINOIS DEPARTMENT OF LABOR
BUREAU OF EMPLOYMENT SECURITY

MEMORANDUM

Date: February 16, 1970

To: Samuel C. Bernstein, Chairman
State CAMPS Committee Office:

From: Burl Cummings, Executive Secretary Office:

Subject: SUBCOMMITTEE OF RESEARCH COMMITTEE APPOINTED TO INVESTIGATE SOLUTION OF THE PROBLEM OF DUPLICATE COUNTING OF CLIENTS IN MANPOWER PROGRAMS

At the February 10th meeting of The CAMPS Research Subcommittee, the problem of duplicate counting of clients receiving manpower and related services was discussed. The attachment from Dr. Slicer of the Division of Vocational Rehabilitation describes the nature and implications of the problem succinctly.

After considerable discussion by the full Committee, a special subcommittee was appointed to consider the many facets of the problem. The following members were appointed:

Edmund D'Elia, DVR, Chairman
Lonas Shelton, HUD, Model Cities
William O'Bannon, ISES
Clyde Bridger, Department of Public Health
Professor Walter Franke, University of Illinois
Ruth Blaisdell, CAMPS Secretariat

Among the many questions to be considered is the possible involvement of the Internal Revenue Service and/or the Social Security Administration in order to determine a common code, to secure more data and possibly to use their computer installations at non-peak periods.

Other actions of the Research Subcommittee will be reported separately.

Burl Cummings /rb
Burl Cummings, Executive Secretary

RB:mf
cc: B. Cummings
W.E. Parker
W. Franke ✓
F. Yoder
B. Greenstein
J. Greene
A. Slicer
CAMPS
L. Shelton

STATE OF ILLINOIS
Board of Vocational Education and Rehabilitation
Division of
VOCATIONAL REHABILITATION

ALFRED SLICER
DIRECTOR

GENERAL ADMINISTRATION
623 EAST ADAMS STREET
SPRINGFIELD 62706

January 15, 1970

Mr. Burl Cummings
Executive Secretary for CAMPS
Illinois State Employment Service
923 S. Sixth
Springfield, Illinois 62706

Dear Mr. Cummings:

As you know, the CAMPS research committee is in the process of developing resource data to be obtained from the various state agencies for distribution to the various CAMPS units throughout the state. The attached table representing DVR caseload activity in Fiscal Year 1969 is probably typical of what is to be furnished to CAMPS by the other agencies and is believed to be of some value in reflecting the extent of intervention by the agencies in the problems of the counties.

However, we would regard such quantifications as but the beginning of a more intensive effort to see if the effectiveness of the individual agencies could be improved by their acting in concert - rather than singly.

As of now, there is no way of knowing how much duplication there is in the caseloads served by the various agencies - though on the strength of agency cooperative agreements alone, it is known that the course of service often runs through several agencies and through protracted periods of time.

Also, as of now, there is no way of knowing if the sequence of intervention by the various agencies is logistically rational, if new problems are emerging as old ones are being resolved, if problem resolution is temporary or permanent, if administratively defined success or failure is appropriate, if the time gap between one agency's intervention and the next, dilutes the effectiveness of service while it increases the cost of service and to what extent the specialized sequential involvements contribute to the demoralization of those we seek to help.

It is our opinion that the needed knowledge can be developed out of a new procedure which emphasizes the "who and when" of problems in the community rather than to the "how many and what kind" - and, we are both willing and prepared to develop and contribute to the maintenance of such a procedure granted that all the other agencies will participate,

by having a single county selected from the entire state for pilot purposes, or, a single county from each of the CAMPS regions for the same purposes, or by incorporating every county in Illinois in the project without pilotal exploration.

The procedure calls for the development and maintenance of a registry of individuals identified as receiving or of having received dependency-related public services and the registry would be so constructed as to trace the service careers of the involved individuals.

We are eager to have your reaction to the foregoing proposal.

Sincerely yours,

Alfred Slicer
Director

Att: 2

DVR ILLINOIS

MEMORANDUM

DATE: February 27, 1970 **CASE NO.**

TO: Mr. William T. O'Bannon, Mr. Lonas Shelton, Dr. Walter Franke, Mr. Clyde Bridger, Mrs. Ruth Blaisdell

FROM: Mr. Edmund G. D'Elia

SUBJECT: A Conceptualization of a State Services Register

We, as a sub-committee of CAMPS' Research Sub-Committee, have been directed to formulate a proposal leading to the production and maintenance of an integrated system of information about individuals in dependency related statuses being, or about to be, served by state agencies. I see such a system in terms of a unit record register having certain specific capabilities.

The integrated system would be expected shortly after its inception to yield hitherto unavailable knowledge on the "incidence" and "prevalence" of the state's service obligations, and in addition, the system would also be expected to describe the attrition of service obligations in terms of a common denominator of termination by <u>all</u> agencies (rather than, as now, in terms of termination by any <u>one</u> agency). In sum, the system can be expected to deliver answers to the following questions:

1. What is the total size of the service problem in the state (or in any particular area of the state) at any one time?

2. At what rate do new demands for service occur?

3. At what rate do our putative successes (as well as our acknowledged failures) seek re-servicing anywhere in our system?

4. What is our "net" success rate?

5. How does item 4 compare with items 2 and 3 combined?

Question #1 could be answered by the pooling of all of the state's open case registers as of a selected date - e.g. June 30, 1969. The pooling would be expected to reveal

(a) non-duplication (i.e. case is reported by only one agency)

(b) duplication (i.e. case is reported by more than one agency, but <u>persons</u> rather than <u>cases</u> are enumerated here).

However, our ability to produce a prevalence count at future points in time after June 30, 1969, presupposes that the central register would be updated by all subsequent case movements into and out of any agency system.

The foregoing constructions - i.e. open cases as of June 30, 1969 plus systems' additions and deletions after June 30, 1969 - partly pre-dispose us to answer Question #2. For each future request for state services, the full answer also implicates Question #3 in such a way as to invoke the query to be addressed to every agency's history file - "Is there a prior record of service to this case in your files?"

If the answer to the query is "No" from all agencies, then service primigenesis can be assumed. (this answers Question #2) If the answer to the query is "Yes" which answers Question #3 and dates are furnished to the central system by the various agencies of record, then re-entry rates can be developed and career patterns can be studied. Then, also, as the registry acquires maturity - i.e. in the direction of the maturation of chances of termination or of re-servicing through time, it should be able to answer Questions #4 and #5 almost automatically. (The alternative to the aging of the registry would be a first instance pooling of "the ever-served and likely-still-alive" population of every agency. While there are many merits to this alternative, the problems of getting history files mechanically transferred into a single standardized and centralized record system are quite likely prohibitive in terms of time and cost.)

So far, the conceptualization has not addressed itself to the operational mechanics of the registry nor to the informational needs at the place of direct services to individuals. Our attention to both is compelled by the near certainty that computer transmission lines will soon (6-18 months) be open in the Department of Public Aid - linking terminals in each county with the Central System in Springfield. Likely, the lines will be available to other state users including CAMPS on a cost sharing basis. Thus, the mechanical potentiality of immediate feedback into CAMPS localities invokes all kinds of questions about what kinds of information would be useful at the local level.

Ideally, it should be possible to input some signal of a human need into the computerized informational system and to have that system feed back to the inquirer what the sequences of remedial action should be and where the interventive resources are to be found. Unfortunately, our state of knowledge begs such questions, so that our feedback might at best, right now, only be able to say to the inquirer that he is dealing with a new case and therefore a complete workup is indicated or that he is dealing with a returning case so that all he needs to do is update the existing record which is in the files of Agency X.

Without prejudice to the questions of the values of other data elements, we believe that the registry should be restricted - in the beginning, at least to those elements which identify the individual registrant positively - social security number, name, date of birth, place of residence, sex and race, and to those elements of service which identify

the time of first service, the time of entry into the current service status, the time and nature of the termination from the current service and the agencies which were involved in the various case movements of the registrant. Beyond that, while it would be of inestimable value to have the registry reflect, in some, not too general way, a description of services, along with service costs, (the essential elements in a cost-effectiveness analysis) and while likely there are more things that the registry can and should do, its viability could be destroyed by an initial overloading. Later, as ideological and electronic interfaces are developed and as user sensitivities are accommodated, larger obligations can be imposed on the system.

In recapping the conceptualization, I see us developing a real service prototype - and not a simulated system. I see us selecting a county - or a group of counties - or a county from each of the regions and for these selected counties, collecting a limited number of data elements on each open case in state agency files as of June 30, 1969. Next, I see us processing the same cases back against the history files of all of the agencies and then I see us following a similar procedure for every subsequent input into any one of the state systems. I see large volumes of data to be moved and see the computer as the mover - but by virtue of the existence of a computer network, I see the system delivering feed backs to the input agent, and to each of the participating agencies - and I see the system as capable of delivering the support data for new logistical procedures in public service.

I have presented this conceptualization as a stimulus to action. I hope you will be prepared to

(1) accept it as a starting premise; or

(2) modify it so that it will or won't do certain things; or

(3) reject it entirely and come up with alternative proposals

in a meeting of our sub-group which I should tentatively like to set for

Tuesday, March 10, 1970
10:00 A.M. in my office at
623 E. Adams
Springfield, Illinois

EGD:map
Att: 1

cc: Mr. Burl Cummings
Mr. John Gentile
Mr. Richard Koebler
Mr. Larry Roth
Dr. Melvin Rothbaum ✓

APPENDIX 11

ILLUSTRATIVE TABLES DERIVED FROM COMPUTERIZED COUNTY BASE DATA

POPULATION CHANGE, 1960-66 [a]

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
ULATION 1960		10081158	616882	1131078	5129725	756505	543063	816812	502705	256072	328316	224689	15507	262509
THS 1960-1966		1412800	86100	172100	749900	98900	66300	102200	73100	28300	35900	31800	2100	39200
THS 1960-1966		660200	37700	57400	344300	49400	42300	51200	30300	19800	27800	12600	1110	16600
URAL INCREASE 1960-1966		752600	48400	114700	405600	49500	24000	51000	42800	8500	8100	19200	1000	22600
RATION 1960-1966		-47000	7900	115800	-136200	-13800	-1500	-4100	-11700	-12900	9500	200	2500	-14400
RATION AS A RCENTAGE OF URAL INCREASE		-6.2	16.3	99.0	-33.5	-27.8	-6.2	-8.0	-2.7	151.7	117.2	.1	250.0	63.7

a. Source: Illinois Regional Economic Data Book 1970 - Dept. of Business and Economic Development.

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS - UNIVERSITY OF ILLINOIS

PRIVATE NON AGRICULTURAL EMPLOYMENT BY SIZE CLASS - 1968[a]

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
Percentage Distribution of Employing Units:														
1 - 3	51.8	52.4	51.9	48.5	51.9	51.7	56.9	53.0	53.2	58.1	59.1	54.1	62.6	51.7
4 - 7	20.2	18.5	19.9	20.5	16.9	20.0	19.9	20.7	21.2	20.2	19.1	21.4	17.6	21.3
8 - 19	16.2	16.2	16.7	17.4	16.2	17.1	14.7	16.0	16.0	14.8	14.3	15.3	14.8	16.7
20 - 49	7.1	7.5	6.7	8.3	8.4	7.2	5.6	6.4	6.0	4.8	5.0	5.7	3.7	6.5
50 - 99	2.4	2.7	2.4	2.9	3.3	2.2	1.6	2.1	1.8	1.0	1.2	1.8	.3	1.9
100 - 249	1.3	1.7	1.5	1.6	2.1	1.1	.8	1.1	1.1	.7	.8	1.0	.7	1.2
250 - 499	.4	.6	.4	.6	.7	0.4	.2	0.4	.4	.3	.4	.4	.0	.3
500 and Over	.3	.4	.5	.4	.5	0.3	.2	0.3	.3	.1	.2	.4	.0	.3
Total [b]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employing Units	3503453	191217	12383	19668	97978	14293	11220	15703	8098	5535	6639	3787	297	4014

a. Table shows percentage distribution of employers by size (within each area). Source: County Business Patterns, Dept. of Commerce.

b. Totals do not necessarily add to 100% due to rounding and truncating.

PRIVATE NON AGRICULTURAL EMPLOYMENT BY INDUSTRY - 1968 [a]

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe [d]	St. Clair
Percentage Distribution of Employment:														
MINING	1.1	.5	.5	.2	.1	.8	.9	.3	.8	8.1	5.3	.3	0.0	1.4
CONSTRUCTION	5.8	4.7	4.2	5.8	4.2	5.5	5.6	5.5	5.9	5.0	5.6	5.0	18.0	6.6
MANUFACTURING	35.3	39.5	53.3	42.0	38.6	41.0	27.6	40.3	42.2	33.0	30.3	51.9	6.0	32.0
TRANSPORTATION	7.7	6.4	4.2	5.0	7.1	4.9	7.4	5.2	6.7	6.5	6.5	5.3	6.0	8.3
TRADE	25.1	25.5	21.8	26.1	25.4	26.7	29.1	26.6	22.6	27.4	27.6	19.6	37.6	25.6
FINANCE	6.0	6.2	4.1	3.4	7.3	4.6	6.7	5.3	4.8	3.7	4.0	4.2	6.6	5.3
SERVICES	18.9	16.5	11.4	17.0	17.1	14.2	20.6	15.8	16.6	13.3	15.5	13.5	18.0	20.3
TOTAL [b]	100.0	100.0	100.0	100.0	100.0	97.7 [e]	97.9 [e]	100.0	100.0	97.0[e]	94.8 [e]	100.0	92.2 [e]	100.0
TOTAL EMPLOYMENT	56014000	3547053	203069	344834	208449	228351	119564	219455	114873	47413	61045	61809	1710	51354

a. Table shows percentage distribution (within each area) of employment. (Source: County Business Patterns, Dept. of Commerce.

b. Totals do not necessarily add to 100% due to rounding and truncating.

c. Total employment is based on the total for the area not the sum of the subcatagories - mining, etc.

d. Percentage for Monroe County is based on employment service data due to lack of data from County Business Patterns.

e. The divisor for the percentage calculation is based on the total for the county as opposed to the sum of the subcatagories - missing data is indicated by a percentage less than 99.

SELECTED SOCIO-ECONOMIC VARIABLES [a]
(Population Distribution Within the State and Area G)

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
POPULATION:														
1960		100.0	6.1	11.2	50.8	7.5	5.4	8.1	4.9	2.5	3.3	44.6	3.1	55.2
1965		100.0	6.2	12.4	50.4	7.4	5.2	8.0	5.0	2.3	3.1	46.0	3.1	50.8
1970		100.0	6.2	13.9	49.3	7.3	5.0	8.0	5.0	2.2	2.9	45.2	3.4	51.2
FARM:														
1960		100.0	13.8	7.2	.8	15.9	17.3	21.0	3.5	11.5	8.8	46.0	18.4	35.4
1965		100.0	13.6	7.1	.7	14.7	16.4	20.2	4.0	11.9	11.3	47.0	16.8	36.2
NONFARM:														
1960		100.0	5.6	11.4	53.8	7.0	4.6	7.3	5.0	2.0	2.9	44.6	2.4	52.8
1965		100.0	5.8	2.8	52.7	7.0	4.6	7.4	5.0	1.9	2.6	46.0	2.5	51.3

SELECTED SOCIO-ECONOMIC VARIABLES (Continued)
(Employment Distribution within the State and Area G)

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
EMPLOYMENT, 1960		100.0	6.1	10.6	54.1	7.2	5.1	7.4	4.4	2.2	2.7	46.8	3.4	49.8
1968		100.0	6.0	9.5	57.8	6.9	4.3	7.4	3.6	1.8	2.3	53.5	2.4	44.0
AGRICULTURE, 1960		100.0	14.9	7.8	3.4	15.9	17.5	20.8	3.3	9.4	6.8	42.5	22.0	35.5
1968		100.0	20.3	6.3	2.8	15.3	16.5	18.8	3.6	8.7	7.5	44.4	17.7	37.9
NONAGRICULTURE,1960		100.0	5.5	10.7	5.7	6.7	4.2	6.6	4.5	1.8	2.3	47.0	2.6	50.4
1968		100.00	5.7	9.4	6.0	6.5	3.8	6.8	3.6	1.5	2.1	54.4	1.8	43.8

SELECTED SOCIO-ECONOMIC VARIABLES (Continued)
(Income Distribution Within the State and Area G)

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
PERSONAL INCOME: 1960		100.0	7.0	10.6	59.3	6.3	3.8	6.0	3.6	1.5	1.8	48.7	3.2	48.2
1965		100.0	7.4	11.0	57.7	6.5	3.9	6.3	3.6	1.5	1.8	48.9	3.3	47.8
BASIC INCOME:														
Mfg., 1960		100.0	6.9	7.9	65.3	7.4	2.0	4.3	4.7	7.2	.8	70.9	.1	28.9
1965		100.0	7.2	9.4	63.4	7.5	1.9	4.7	4.1	.7	.8	71.3	0	28.5
Ag., 1960		100.0	16.6	7.7	1.5	19.1	17.9	23.0	2.4	7.2	4.4	39.9	22.3	37.8
1965		100.0	15.4	6.7	1.2	18.9	18.3	25.0	2.4	7.4	4.6	40.7	22.1	37.2

SELECTED SOCIO - ECONOMIC VARIABLES (Percentage Change)

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
POPULATION:														
Total, 1960-1970[a]	NA	8.6	10.6	34.0	5.3	6.3	1.1	7.3	8.3	-3.7	- .1	9.5	22.3	6.3
Total, 1960-1965[b]	7.7	5.6	6.3	17.0	4.8	4.4	1.6	4.0	5.4	-2.6	- .5	8.7	5.8	2.6
Farm	-20.9	-18.2	-19.4	-20.3	-25.7	-24.0	-22.6	-21.5	- 4.5	-16.0	5.2	-2.6	-13.0	-2.6
Nonfarm	10.4	7.1	10.0	18.4	4.8	8.2	7.0	8.3	5.8	1.9	-1.6	9.2	11.4	2.7
EMPLOYMENT: [c]														
Total, 1960-1968	15.4	14.0	18.3	7.0	27.7	14.3	2.5	18.9	12.0	-3.0	3.9	15.3	30.5	7.5
Agricultural	-30.0	-30.8	-8.4	-45.8	-44.5	-35.4	-36.6	-39.4	-24.1	-37.7	-26.6	-24.1	-27.4	-22.4
NonAgricultural	19.5	20.3	28.1	10.1	30.7	22.1	11.1	29.5	16.1	6.2	14.1	19.4	71.9	10.9
INCOME, 1960-65: [d]														
Personal	34.7	23.4	31.3	27.7	20.0	29.1	28.9	29.5	25.5	23.2	23.0	26.1	29.1	24.6
Total Basic Income	NA	20.2	25.1	41.4	14.1	23.8	27.7	29.0	11.6	39.2	20.6	17.4	45.8	3.0
Manufacturing	NA	18.5	25.0	42.4	15.1	20.1	15.0	27.6	3.7	32.1	20.0	12.8	0.0	-14.0
Agriculture	NA	29.6	19.9	13.7	-1.2	28.2	32.0	41.1	27.2	33.3	36.6	16.9	42.2	31.7

a. Population figures are from the census, 1970, figures are preliminary counts for Illinois counties.

b. 1965 population figures are from Department of Public Health

c. Employment figures for 1960 are from the census for 1968 from the Employment Service. 1968 figures were derived from similar distributions for 1969. The differences in the source of data for each year indicates some difficulty in interpreting the percentage change. United States', Illinois', Area G', and the three counties' Employment figures for both 1960 and 1968 are from the Employment Service figures.

d. Income figures are from "The Economic Base Profiles of Illinois Counties B.E.D."

SUB AREA CHANGE AS A PERCENTAGE OF TOTAL CHANGE FOR SELECTED SOCIO ECONOMIC VARIABLES [a]

	United States	Illinois	Area A	Area B	Area C	Area D	Area E	Area F	Area G	Area H	Area I	Madison	Monroe	St. Clair
POPULATION:														
Total, 1960-70		100%	7.6	44.5	31.2	5.5	0.0	6.9	4.8	-1.1	- 0	51.5	8.3	40.1
Total, 1960-65		100%	6.8	33.8	43.0	5.8	1.5	5.7	4.8	-1.1	- .3	71.6	3.2	25.1
Farm		100%	14.8	8.1	1.2	21.0	21.5	24.8	.8	10.1	-2.5	26.9	52.6	20.4
Nonfarm		100%	8.0	29.8	36.6	8.1	4.6	8.6	4.2	.5	- .7	70.2	4.8	24.9
EMPLOYMENT:														
Total		100%	5.7	3.8	77.2	5.3	.6	7.2	- .2	- 0	.5	66.1	5.3	28.5
Agriculture		100%	3.9	10.8	4.6	17.2	19.5	24.9	2.6	10.7	5.5	-44.5	-21.1	-34.3
Nonagriculture		100%	6.3	4.4	71.6	6.0	1.9	7.9	0	.4	1.3	63.6	5.4	30.9
INCOME, 1960-65														
Personal		100%	9.3	12.6	50.8	7.8	4.7	7.6	3.9	1.5	1.7	49.9	3.6	46.5
Basic Income		100%	8.6	16.9	38.7	9.8	6.7	11.0	2.4	3.3	2.3	81.2	7.3	11.3
Manufacturing		100%	9.3	18.1	53.3	8.1	1.6	6.5	.9	1.1	8.5	224.4	4.2	-128.6
Agriculture		100%	1.1	3.5	-0	18.2	19.4	31.9	2.3	8.1	5.4	27.5	30.6	41.8

a. The following is the equation used - Percentage = Change in the area/Total change for the state in area.
Percentages therefore do not necessarily add to 100%.
The foot notes on the Table labeled, "Selected Socio Economic Variables" apply.

University of Illinois at Urbana-Champaign

Institute of Labor and Industrial Relations

Appendix 12

Characteristics of Enrollees in Selected Manpower Programs State of Illinois, Fiscal Year 1969

Part 1: State-wide Totals
Part 2: Manpower Programs by CAMPS Areas
Part 3: Manpower Programs by CAMPS Areas for Five Programs Combined

Data in the following attached tables are from tapes supplied by the Manpower Administration, U.S. Department of Labor, for the following programs: Concentrated Employment Program, Work Incentive Program, and Manpower Development and Training Act programs--on-the-job-training, institutional training and combined or coupled programs. Because the data from the tapes were subjected to a more elaborate analysis than that followed by the Department of Labor, the results may differ from published data.

Part 1. State-wide Totals
(Percentage Distribution)

Number of Enrollees	CEP	VIN	MDTA OJT	MDTA Inst.	MDTA Other	TOTAL
	1,722	2,506	2,502	4,501	2,840	14,071
	100%	100%	100%	100%	100%	100%
CAMPS Areas						
Area A - Rockford	--	--	5	17	7	8
Area B - Aurora	--	--	1	3	2	2
Area C - Chicago	88	54	46	43	53	53
Area D - Peoria	--	13	8	6	7	7
Area E - Springfield	1	--	6	3	6	3
Area F - Champaign	--	--	8	8	4	5
Area G - East St. Louis	1	32	3	8	9	11
Area H - Centralia	9	--	4	1	2	3
Area I - Carbondale	--	1	19	11	10	9
Age						
65 and over	1	--	--	--	--	--
45-64	5	14	11	10	6	9
35-44	8	21	13	12	10	13
25-34	14	31	27	24	22	24
22-24	15	11	15	16	15	15
19-21	34	9	24	31	33	27
18 and under	24	14	9	6	13	12
Sex						
Male	38	57	65	41	47	49
Female	62	43	35	59	53	51
Handicapped						
Not available	1	--	1	1	--	1
Yes	6	17	6	8	9	9
No	93	82	93	91	90	90
Military Service Status						
Not available	14	2	2	6	2	5
Veteran	5	16	22	12	14	14
Rejectee	2	13	6	3	4	5
Other Non-Vet	79	69	70	79	80	76
Martial Status						
Not available	1	--	--	0	--	--
Never Married	64	28	39	47	50	45
Married	26	55	49	34	34	39
Widow/Widower	1	1	2	2	2	2
Divorced/Legally Separated	8	16	9	17	13	14

(continued)

	CEP	WIN	MDTA OJT	MDTA Inst.	MDTA Other	Total
Number of Enrollees	1,722	2,506	2,502	4,501	2,840	14,071
	100%	100%	100%	100%	100%	100%
Primary Wage Earner						
Not available	--	--	--	1	--	--
Yes	51	84	75	68	67	70
No	49	16	25	31	33	30
Head of Household						
Not available	--	--	--	1	--	--
Yes	40	83	58	49	50	56
No	60	17	42	50	50	44
Number of Dependents						
Not available	--	--	--	1	--	--
0	51	13	48	53	54	45
1	20	12	16	17	16	16
2-3	20	32	22	19	20	22
4-5	6	21	9	9	7	10
6 and over	3	22	4	1	2	6
Race						
Not available	1	--	--	3	1	1
White	1	31	58	43	45	39
Negro	98	67	40	53	53	59
*Other	--	2	2	1	1	1
Unemployment Insurance Claimant						
Not available	2	--	--	1	0	1
Yes	1	5	7	5	7	5
No	96	90	92	93	92	93
Exhaustee	1	5	1	1	1	1
Public Assistance Recipient						
Not available	1	--	--	1	--	--
Yes	15	100	8	13	12	28
No	84	--	92	86	88	72
Highest School Grade Completed						
Not available	1	1	--	--	--	--
8 and under	15	36	14	11	12	17
9-11	63	42	38	40	45	44
12	19	19	42	45	40	35
13 and over	2	2	6	4	3	4

*(American Indian Oriental, and other)

(continued)

Numbered Enrollees	CEP	WIN	MDTA OJT	MDTA Inst.	MDTA Other	Total
	1,722	2,506	2,502	4,501	2,840	14,071
	100%	100%	100%	100%	100%	100%
Previous Job Training						
Not available	4	--	2	46	5	16
Yes	7	16	13	7	13	11
No	89	84	85	47	82	73
Years of Gainful Employment						
Not available	3	1	1	1	1	1
Under 1 year	39	26	17	9	16	18
1-2 years	33	16	22	41	37	31
3-9 years	18	27	35	34	32	31
10 years and over	7	30	25	15	13	18
Poverty Code						
Not available	5	1	2	46	5	17
Yes	87	91	45	33	51	56
No	8	8	53	21	43	27
Labor Force Status at time Interviewed						
*Not available	2	--	--	--	--	1
Employed	1	1	17	4	6	5
Underemployed	2	4	17	21	22	15
Unemployed	91	89	64	73	69	76
(In School and Other)Not in Labor Force	4	6	2	2	3	3

*(Includes small number of family farm workers.)

Part 2: Manpower Programs by CAMPS Areas
(Percentage Distribution)

	CAMPS Areas									
CEP:	A	B	C	D	E	F	G	H	I	TOTAL
Number	8	1	1522	1	14	2	9	161	4	1722
Per Cent	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age										
65 and Over	12	-	1	-	-	-	-	-	-	1
45 - 64	-	-	4	100	7	-	-	9	-	5
35 - 44	-	-	8	-	-	50	-	11	-	8
25 - 34	13	-	14	-	21	-	33	17	25	14
22 - 24	13	-	13	-	7	-	22	24	25	14
19 - 21	50	100	33	-	57	-	45	37	50	34
18 and Under	12	-	27	-	8	50	-	2	-	24
Sex										
Male	25	-	37	-	57	50	56	52	25	38
Female	75	100	63	100	43	50	44	48	75	62
Handicapped										
Not Available	-	-	1	-	-	-	-	3	-	1
Yes	-	-	6	100	7	-	-	6	-	6
No	100	100	93	-	93	100	100	91	100	93
Military Service Status										
Not Available	12	-	16	-	-	-	-	3	-	14
Veteran	-	-	4	-	7	-	11	10	-	5
Rejectee	-	-	1	-	7	-	-	7	-	2
Other Non-Vet	88	100	79	100	86	100	89	80	100	79

CEP: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Marital Status										
Not Available	-	-	1	-	7	-	-	1	-	1
Never Married	63	100	65	-	57	100	56	51	75	64
Married	37	-	25	-	29	-	33	37	-	26
Widow/Widower	-	-	1	100	-	-	-	3	-	1
Divorced/Legally Separated	-	-	8	-	7	-	11	8	25	8
Primary Wage Earner										
Not Available	-	-	-	-	-	-	-	2	-	-
Yes	63	-	50	100	36	-	56	59	50	51
No	37	100	50	-	64	100	44	39	50	49
Head of Household										
Not Available	-	-	-	-	-	-	-	1	-	-
Yes	50	-	38	-	14	-	44	56	25	40
No	50	100	62	100	86	100	56	43	75	60
Number of Dependents										
Not Available	-	-	-	-	-	-	-	-	-	-
0	63	100	52	100	43	50	45	50	25	51
1	-	-	19	-	36	50	11	21	50	20
2-3	12	-	20	-	14	-	22	18	25	20
4-5	25	-	6	-	7	-	22	6	-	6
6 and over	-	-	3	-	-	-	-	5	-	3

CEP: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Race										
Not Available	-	-	1	-	-	-	-	-	-	1
White	-	-	1	-	-	-	-	-	-	1
Negro	100	100	98	100	100	100	100	100	100	98
*Other	-	-	-	-	-	-	-	-	-	-
Unemployment Insurance Claimant										
Not Available	-	-	1	-	-	-	-	2	25	1
Yes	-	-	1	-	-	-	-	1	-	1
No	100	100	97	-	100	100	100	94	75	97
Exhaustee	-	-	1	100	-	-	-	3	-	1
Public Assistance Recipient										
Not Available	-	-	1	-	-	-	-	-	-	1
Yes	-	-	14	-	-	50	22	31	-	15
No	100	100	85	100	100	50	78	69	100	84
Highest School Grade Completed										
Not Available	-	-	-	-	-	-	-	-	-	-
8 and under	-	-	15	100	7	-	33	22	-	15
9-11	88	-	65	-	64	50	22	50	50	64
12	12	-	18	-	22	-	45	26	50	19
13 and over	-	100	2	-	7	50	-	2	-	2

*(American Indian, Oriental, and Other)

CEP: (cont.)	CAMPS Areas									TOTAL
	A	B	C	D	E	F	G	H	I	
Previous Job Training										
Not Available	-	-	5	-	7	-	-	2	25	4
Yes	-	-	5	-	14	-	22	24	-	7
No	100	100	90	100	79	100	78	74	75	89
Years of Gainful Employment										
Not Available	12	-	3	-	-	-	-	2	-	3
Under 1 year	63	100	40	-	43	-	33	21	50	39
1-2 years	25	-	33	-	36	50	22	32	-	33
3-9 years	-	-	17	-	14	50	33	34	50	18
10 years and over	-	-	7	100	7	-	11	11	-	7
Poverty Code										
Not Available	-	-	5	-	14	-	11	3	25	5
Yes	100	100	88	100	79	100	89	75	75	87
No	-	-	7	-	7	-	-	22	-	8
Labor Force Status At time Interviewed										
Not Available	-	-	1	-	7	-	-	1	-	1
Employed	-	-	1	-	-	-	-	2	-	1
Underemployed	-	-	2	-	-	-	-	4	-	2
Unemployed	100	100	91	100	93	100	100	91	50	91
(In School and Other)										
*Not in Labor Force	-	-	5	-	-	-	-	2	50	5

*(Includes small number of family farm workers)

	CAMPS Areas									
WIN:	A	B	C	D	E	F	G	H	I	TOTAL
Number	-	-	1359	323	-	-	809	1	14	2506
Percent	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age										
65 and over	-	-	-	-	-	-	-	-	-	-
45-64	-	-	10	8	-	-	21	-	50	14
35-44	-	-	21	16	-	-	23	-	-	21
25-34	-	-	31	36	-	-	29	-	29	31
22-24	-	-	10	12	-	-	11	-	7	11
19-21	-	-	7	13	-	-	10	-	14	9
18 and over	-	-	20	15	-	-	5	100	-	14
Sex										
Male	-	-	59	30	-	-	63	100	100	57
Female	-	-	41	70	-	-	37	-	-	43
Handicapped										
Not Available	-	-	-	1	-	-	-	-	36	-
Yes	-	-	14	19	-	-	22	-	-	17
No	-	-	86	80	-	-	78	100	64	83
Military Service Status										
Not Available	-	-	-	-	-	-	1	-	-	-
Veteran	-	-	16	9	-	-	24	-	21	17
Rejectee	-	-	3	2	-	-	13	-	-	6
Other Non-Vet	-	-	81	89	-	-	62	100	79	76

WIN: (cont.)	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Marital Status										
Not Available	-	-	-	-	-	-	-	-	-	-
Never Married	-	-	35	37	-	-	14	100	-	28
Married	-	-	52	28	-	-	69	-	100	55
Widow/Widower	-	-	1	2	-	-	1	-	-	1
Divorced/ Legally Separated	-	-	12	33	-	-	16	-	-	16
Primary Wage Earner										
Not Available	-	-	-	-	-	-	-	-	-	-
Yes	-	-	79	82	-	-	92	100	100	84
No	-	-	21	18	-	-	8	-	-	16
Head of Household										
Not Available	-	-	-	-	-	-	-	-	-	-
Yes	-	-	78	83	-	-	92	-	100	83
No	-	-	22	17	-	-	8	100	-	17
Number of Dependents										
Not Available	-	-	-	-	-	-	-	-	-	-
0	-	-	16	14	-	-	6	100	-	13
1	-	-	11	19	-	-	11	-	-	12
2-3	-	-	28	38	-	-	36	-	43	32
4-5	-	-	22	18	-	-	21	-	14	21
6 and over	-	-	23	11	-	-	26	-	43	22

WIN: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Race										
Not Available	-	-	-	-	-	-	-	-	-	-
White	-	-	17	46	-	-	47	-	29	31
Negro	-	-	80	53	-	-	52	-	71	67
*Other	-	-	3	1	-	-	1	100	-	2
Unemployment Insurance Claimant										
Not Available	-	-	-	2	-	-	-	-	-	-
Yes	-	-	5	3	-	-	7	-	14	5
No	-	-	91	93	-	-	87	100	86	90
Exhaustee	-	-	4	2	-	-	6	-	-	5
Public Assistance Recipient										
Not Available	-	-	-	-	-	-	-	-	-	-
Yes	-	-	99	100	-	-	100	-	100	100
No	-	-	-	-	-	-	-	100	-	-
Highest School Grade Completed										
Not Available	-	-	-	-	-	-	-	-	7	-
8 and under	-	-	33	42	-	-	42	-	71	37
9-11	-	-	51	38	-	-	30	100	14	42
12	-	-	14	19	-	-	27	-	7	19
13 and over	-	-	2	1	-	-	1	-	-	2

*(American Indian, Oriental, and Other)

WIN: (cont.)	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Previous Job Training										
Not Available	-	-	-	-	-	-	-	-	7	-
Yes	-	-	14	14	-	-	18	-	29	16
No	-	-	86	86	-	-	82	100	64	84
Years of Gainful Employment										
Not Available	-	-	1	1	-	-	1	-	-	1
Under 1 year	-	-	29	32	-	-	18	100	-	25
1-2 years	-	-	18	15	-	-	14	-	7	16
3-9 years	-	-	28	27	-	-	26	-	14	27
10 years and over	-	-	24	25	-	-	41	-	79	30
Poverty Code										
Not Available	-	-	1	1	-	-	1	-	-	1
Yes	-	-	89	99	-	-	89	100	93	91
No	-	-	10	-	-	-	10	-	7	8
Labor Force Status At Time Interviewed										
Not Available	-	-	-	-	-	-	-	-	-	-
Employed	-	-	-	1	-	-	1	-	-	-
Underemployed	-	-	4	3	-	-	5	-	7	4
Unemployed (In School and Other)	-	-	88	96	-	-	89	100	93	90
*Not in Labor Force	-	-	8	-	-	-	5	-	-	6

*(Includes small number of family farm workers)

MDTA-OJT:		CAMPS Areas									
		A	B	C	D	E	F	G	H	I	TOTAL
	Number	119	25	1139	200	160	201	68	114	476	2502
	Percent	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age											
65 and over		-	-	-	-	-	-	-	2	1	-
45-64		5	8	10	12	6	7	24	8	18	11
35-44		7	16	13	16	10	10	25	14	15	13
25-34		24	16	29	32	28	31	16	18	23	27
22-24		16	24	15	14	21	13	7	14	15	15
19-21		38	28	25	20	21	26	19	26	21	24
18 and under		10	8	8	6	14	12	9	18	7	9
Sex											
Male		83	68	62	91	60	72	79	52	59	65
Female		17	32	38	9	40	28	21	48	41	35
Handicapped											
Not Available		-	-	1	-	-	-	1	1	-	1
Yes		4	-	6	6	7	12	6	10	5	6
No		96	100	93	94	93	88	93	89	95	93
Military Service Status											
Not Available		13	-	1	-	2	2	-	4	1	2
Veteran		25	20	19	30	23	26	31	17	25	22
Rejectee		12	12	3	14	9	14	13	5	3	6
Other Non-Vet		50	68	77	56	66	57	56	74	71	70

MDTA-OJT: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Marital Status										
Not Available	-	-	-	-	-	-	-	1	-	-
Never Married	50	48	45	35	38	41	26	34	25	39
Married	41	44	42	49	50	48	71	52	64	49
Widow/Widower	-	4	3	1	3	2	-	5	2	2
Divorced/ Legally Separated	9	4	9	15	9	9	3	8	8	9
Primary Wage Earner										
Not Available	-	-	-	-	-	-	-	-	-	-
Yes	89	92	78	84	66	84	84	65	57	75
No	11	8	22	16	34	16	16	35	43	25
Head of Household										
Not Available	-	-	-	1	1	-	-	-	-	-
Yes	65	72	55	60	61	68	71	61	53	58
No	35	28	45	39	38	32	29	39	47	42
Number of Dependents										
Not Available	-	-	-	-	1	-	-	-	-	-
0	53	48	50	44	41	48	32	49	49	48
1	12	24	17	14	21	9	19	18	16	16
2-3	26	16	21	22	25	26	29	19	22	22
4-5	9	12	7	14	9	12	10	9	8	9
6 and over	-	-	4	6	3	5	9	5	5	5

MDTA-OJT: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Race										
Not Available	-	-	-	3	-	-	-	1	-	-
White	82	96	30	63	81	88	56	97	87	58
Negro	14	4	67	34	19	12	43	2	13	40
*Other	4	-	3	-	-	-	1	-	-	2
Unemployment Insurance Claimant										
Not Available	-	-	-	-	2	-	-	-	-	-
Yes	7	4	3	20	10	20	1	2	5	7
No	93	96	96	78	86	79	97	97	95	92
Exhaustee	-	-	1	2	2	1	1	1	-	1
Public Assistance Recipient										
Not Available	-	-	-	-	-	-	-	-	-	-
Yes	3	4	7	5	12	11	21	16	6	8
No	97	96	93	95	88	89	79	84	94	92
Highest School Grade Complete										
Not Available	1	-	-	1	-	-	-	-	-	-
8 and under	11	-	8	20	18	14	28	21	19	14
9-11	26	24	44	42	34	38	21	33	32	38
12	58	72	39	32	44	42	47	42	43	42
13 and over	4	4	8	5	4	5	4	4	5	6

*(American Indian, Oriental, and Other)

MDTA-OJT: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Previous Job Training										
Not Available	-	8	2	-	-	-	-	-	1	2
Yes	20	12	12	25	12	7	38	15	8	13
No	80	80	86	75	88	93	62	85	91	85
Years of Gainful Employment										
Not Available	-	-	1	-	2	-	-	1	-	1
Under 1 year	10	12	20	3	18	11	23	25	19	17
1-2 years	27	20	23	21	24	24	12	24	16	22
3-9 years	46	52	33	37	39	33	18	29	38	35
10 years and over	17	16	23	39	16	31	47	21	26	25
Poverty Code										
Not Available	1	-	3	1	1	1	-	-	2	2
Yes	23	28	44	36	66	47	54	82	41	45
No	76	72	53	63	33	52	46	18	57	53
Labor Force Status At Time Interviewed										
Not Available	-	-	-	-	-	1	-	-	-	-
Employed	3	24	26	15	6	2	41	9	5	17
Underemployed	45	28	16	11	18	25	7	10	11	17
Unemployed (In School and Other)	48	44	55	74	75	71	50	79	78	64
*Not in Labor Force	3	4	2	-	1	1	2	2	6	2

*(Includes small number of family farm workers)

	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
MDTA-Inst.: Number	752	133	1944	266	120	341	360	67	513	4501
Percent	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age										
65 and over	-	-	-	-	-	-	-	-	1	-
45-64	12	7	9	4	9	9	8	21	16	10
35-44	10	10	13	9	18	13	14	9	16	12
25-34	24	33	24	20	33	27	21	27	25	24
22-24	14	18	15	20	12	19	18	13	15	16
19-21	37	29	30	37	26	30	33	19	25	31
18 and under	3	3	9	10	2	2	5	6	2	6
Sex										
Male	34	8	39	39	31	53	42	66	58	41
Female	66	92	61	61	69	47	58	34	42	59
Handicapped										
Not Available	2	1	1	-	-	-	-	-	-	1
Yes	4	10	7	4	13	10	9	13	13	8
No	94	89	92	96	87	90	91	87	87	91
Military Service Status										
Not Available	6	25	4	15	6	12	-	1	1	6
Veteran	8	5	10	12	15	18	13	28	22	12
Rejectee	1	-	3	4	5	5	5	-	5	3
Other Non-Vet	85	70	83	69	74	65	82	70	72	79

MDTA-Inst.: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Marital Status										
Not Available	1	-	1	-	1	2	-	-	-	-
Never Married	53	44	50	52	29	43	38	33	35	47
Married	25	16	32	33	43	39	39	48	44	34
Widow/Widower	-	2	2	-	3	1	2	7	1	1
Divorced/Legally Separated	21	38	15	15	24	15	21	12	20	18
Primary Wage Earner										
Not Available	1	-	1	-	1	1	2	-	-	1
Yes	68	79	67	67	68	78	71	91	55	68
No	30	21	32	32	31	21	27	9	45	31
Head of Household										
Not Available	1	-	-	-	1	1	1	-	-	1
Yes	41	74	48	43	66	60	54	73	50	49
No	58	26	52	57	33	39	45	27	50	50

MDTA-Inst.: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Number of Dependents										
Not Available	1	-	-	-	-	1	-	-	1	1
0	58	41	55	59	46	50	54	37	50	54
1	15	18	17	14	21	19	16	19	16	16
2-3	20	29	19	17	15	20	18	24	19	19
4-5	6	10	8	10	12	9	11	17	11	9
6 and over	-	2	1	-	6	1	1	3	3	1
Race										
Not Available	7	2	2	3	2	4	2	-	1	3
White	30	43	24	57	83	81	41	69	86	43
Negro	62	53	72	40	15	14	57	31	13	53
*Other	1	2	2	-	-	-	-	-	-	1
Unemployment Insurance Claimant										
Not Available	3	1	1	-	-	1	1	4	1	1
Yes	3	7	4	8	8	8	6	6	9	5
No	94	92	94	92	92	91	93	90	90	93
Exhaustee	-	-	1	-	-	-	-	-	-	1
Public Assistance Recipient										
Not Available	2	-	1	-	-	1	1	3	-	1
Yes	10	24	14	13	17	5	21	19	8	13
No	88	76	85	87	83	94	78	78	92	86

*(American Indian, Oriental, and Other)

MDTA-Inst.: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Highest School Grade Completed										
Not Available	-	-	-	-	-	-	-	1	-	-
8 and under	10	2	11	13	7	9	13	24	17	12
9-11	42	43	45	37	35	27	37	33	29	40
12	41	44	40	48	56	60	48	37	51	44
13 and over	7	11	4	2	2	4	2	5	3	4
Previous Job Training										
Not Available	94	24	26	56	30	71	31	13	53	46
Yes	1	6	9	9	6	5	12	11	3	7
No	5	70	65	35	64	24	57	76	44	47
Years of Gainful Employment										
Not Available	2	1	1	-	-	-	2	-	-	1
Under 1 year	1	8	15	5	5	2	14	1	1	9
1-2 years	52	32	37	57	43	41	41	33	32	41
3-9 years	34	47	33	29	35	41	29	39	40	34
10 years and over	11	12	14	9	17	16	14	27	27	15
Poverty Code										
Not Available	95	23	24	58	29	70	32	12	55	46
Yes	3	46	45	20	38	10	59	54	27	33
No	2	31	31	22	33	19	9	34	18	21

MDTA-Inst.: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Labor Force Status At Time Interviewed										
Not Available	-	-	1	-	-	-	-	-	-	-
Employed	-	4	7	5	-	1	1	1	1	4
Underemployed	36	28	14	26	29	22	11	24	22	21
Unemployed (In School and Other)	61	68	77	69	63	73	88	75	71	73
* Not in Labor Force	3	-	1	-	8	4	-	-	6	2

*(Includes small number of family farm workers)

MDTA-Other	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Number	194	64	1505	186	169	107	261	53	301	2840
Percent	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age										
65 and over	-	-	-	-	-	-	-	2	-	-
45-64	5	20	4	3	11	4	6	11	12	6
35-44	11	13	9	9	15	7	9	11	14	10
25-34	30	14	20	30	24	12	20	34	26	22
22-24	19	22	14	17	21	21	13	11	13	15
19-21	27	28	38	32	21	44	33	17	24	33
18 and under	8	3	14	9	8	12	18	13	11	13
Sex										
Male	73	13	37	35	37	63	67	79	76	47
Female	27	87	63	65	63	37	33	21	24	53
Handicapped										
Not Available	1	-	-	1	-	-	1	-	-	-
Yes	2	16	6	12	17	14	16	15	14	10
No	97	84	94	87	83	86	83	85	85	90
Military Service Status										
Not Available	1	-	3	1	1	1	-	-	1	2
Veteran	25	11	6	13	23	20	18	30	33	14
Rejectee	10	1	2	9	4	16	3	6	6	4
Other Non-Vet	64	88	89	77	72	63	79	64	59	80

MDTA-Other: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Marital Status										
Not Available	1	-	-	-	1	-	-	-	-	-
Never Married	46	34	59	38	40	50	52	28	30	51
Married	43	28	29	28	31	32	38	49	50	33
Widow/Widower	1	13	2	1	5	5	2	2	3	2
Divorced/Legally Separated	9	25	10	33	23	13	8	21	16	13
Primary Wage Earner										
Not Available	1	-	-	-	-	1	1	2	-	-
Yes	84	86	61	75	69	79	70	94	65	67
No	15	14	39	25	31	20	29	4	35	33
Head of Household										
Not Available	1	-	-	-	-	-	-	2	-	-
Yes	44	73	44	60	65	54	48	72	60	50
No	55	27	56	40	35	46	52	26	40	50
Number of Dependents										
Not Available	1	-	-	-	-	-	-	-	-	-
0	53	53	58	47	50	56	64	32	42	55
1	16	16	17	15	17	17	10	23	16	16
2-3	20	22	18	28	21	24	16	19	26	20
4-5	10	9	4	7	9	2	7	24	11	6
6 and over	-	-	2	3	3	1	2	2	5	2

MDTA-Other: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Race										
Not Available	6	-	1	-	-	-	-	2	-	1
White	61	36	27	59	80	84	38	79	83	45
Negro	31	63	69	41	20	16	62	17	17	53
*Other	2	1	3	-	-	-	-	2	-	1
Unemployment Insurance Claimant										
Not Available	-	1	-	1	-	-	-	2	2	-
Yes	2	1	4	11	15	8	8	7	13	7
No	97	97	95	86	84	92	91	91	85	92
Exhaustee	1	-	1	2	1	-	1	-	-	1
Public Assistance Recipient										
Not Available	1	-	-	-	-	-	-	2	-	-
Yes	5	17	12	17	14	8	18	7	9	12
No	94	83	88	83	86	92	82	91	91	88
Highest School Grade Completed										
Not Available	1	-	-	4	-	-	-	-	-	-
8 and under	9	8	10	10	6	6	20	23	18	12
9-11	58	37	48	43	44	30	45	30	33	45
12	30	50	37	41	49	63	33	45	46	40
13 and over	2	5	4	2	1	1	2	2	3	3

*(American Indian, Oriental, and Other)

MDTA-Other: (cont.)	CAMPS Areas A	B	C	D	E	F	G	H	I	TOTAL
Previous Job Training										
Not Available	49	-	3	2	1	-	5	-	-	5
Yes	3	25	13	18	13	6	14	21	13	13
No	48	75	84	80	86	94	81	79	87	82
Years of Gainful Employment										
Not Available	1	-	1	-	2	4	1	4	-	1
Under 1 year	4	8	21	3	8	3	25	2	7	16
1-2 years	41	30	40	45	32	39	35	28	27	37
3-9 years	45	31	26	40	39	41	29	42	41	32
10 years and over	9	31	11	7	19	13	10	24	25	14
Poverty Code										
Not Available	49	-	1	1	3	3	4	2	2	5
Yes	11	47	52	58	48	38	83	58	52	51
No	40	53	47	41	49	59	13	40	46	44
Labor Force Status At Time Interviewed										
Not Available	-	-	-	-	-	-	-	-	-	-
Employed	1	3	10	4	1	1	1	2	1	6
Underemployed	39	28	20	25	26	27	9	34	18	21
Unemployed (In school and Other)	53	67	67	70	73	69	89	58	77	70
*Not in Labor Force	7	2	3	1	-	3	-	6	4	3

*(Includes small number of family farm workers)

Part 3: Manpower Programs by CAMPS Areas for Five Programs Combined
(Percentage Distribution)

	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Number	1093	223	7469	976	463	651	1507	396	1313	14071
Percent	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Age										
65 and over	-	-	-	-	-	-	-	1	-	-
45-64	10	11	7	7	9	7	16	11	16	9
35-44	10	12	12	13	14	11	18	11	15	13
25-34	25	25	23	29	27	26	25	21	25	24
22-24	15	20	14	16	19	18	13	18	15	15
19-21	35	29	27	25	23	31	20	28	23	27
18 and under	5	3	16	10	8	7	8	9	6	12
Sex										
Male	47	16	45	46	44	61	59	58	63	49
Female	53	84	55	54	56	39	41	42	37	51
Handicapped										
Not Available	1	-	-	1	-	-	-	1	1	1
Yes	4	11	8	11	12	11	17	10	10	9
No	95	12	92	88	88	89	83	89	89	90
Military Service Status										
Not Available	6	15	5	5	2	7	-	2	1	4
Veteran	13	8	10	15	21	21	21	18	26	14
Rejectee	4	2	2	6	6	10	9	5	4	4
Other Non-Vet	77	75	83	74	71	62	70	75	69	77

	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Marital Status										
Not Available	1	-	1	-	1	1	-	1	-	-
Never Married	52	42	51	41	37	44	27	40	30	45
Married	30	23	35	34	41	40	56	45	53	39
Widow/Widower	-	5	2	1	3	2	1	4	2	2
Divorced/Legally Separated	17	30	11	24	18	13	15	10	15	14
Primary Wage Earner										
Not Available	1	-	-	-	1	1	1	1	-	-
Yes	73	82	66	77	66	80	33	71	59	70
No	26	18	34	23	33	19	16	28	41	30
Head of Household										
Not Available	1	-	-	-	-	1	-	-	-	-
Yes	44	74	52	63	63	61	74	63	54	56
No	55	26	48	37	37	38	26	37	46	44
Number of Dependents										
Not Available	1	-	-	-	-	1	-	-	-	-
0	56	46	47	38	46	20	29	45	47	45
1	15	18	16	16	20	16	12	20	16	16
2-3	20	25	21	27	21	22	28	19	22	22
4-5	7	10	9	13	10	9	16	11	10	10
6 and over	-	1	6	6	3	2	15	4	5	6

	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Race										
Not Available	6	1	1	1	-	2	1	-	1	1
White	41	47	19	55	79	83	44	50	85	39
Negro	51	50	78	44	21	14	55	49	14	59
*Other	2	2	2	-	-	-	-	1	-	1
Unemployment Insurance Claimant										
Not Available	2	1	1	1	1	1	-	2	1	1
Yes	4	5	3	10	11	12	7	3	8	5
No	94	94	94	88	87	87	90	94	90	93
Exhaustee	-	-	2	1	1	-	3	1	1	1
Public Assistance Recipient										
Not Available	2	-	-	-	1	-	-	1	-	-
Yes	8	20	28	41	13	8	63	21	8	28
No	90	80	72	59	86	92	37	78	92	72
Highest School Grade Completed										
Not Available	-	-	-	1	-	-	-	-	-	-
8 and under	10	3	15	24	10	10	31	22	18	17
9-11	43	39	51	39	39	31	33	40	31	44
12	41	49	30	34	48	55	34	35	47	35
13 and over	6	9	4	2	2	4	2	3	4	4

*(American Indian, Oriental, and Other)

	CAMPS Areas									
	A	B	C	D	E	F	G	H	I	TOTAL
Previous Job Training										
Not Available	75	15	9	16	9	37	8	3	22	17
Yes	3	12	10	15	10	6	17	19	7	10
No	22	73	81	69	81	57	75	78	71	73
Years of Gainful Employment										
Not Available	2	-	2	-	1	1	1	2	-	1
Under 1 year	3	9	25	14	12	5	19	17	9	18
1-2 years	47	30	31	34	32	35	24	29	25	31
3-9 years	37	43	27	32	37	39	27	34	39	31
10 years and over	11	18	15	20	17	20	29	18	27	18
Poverty Category										
Not Available	75	14	8	17	10	37	9	4	23	17
Yes	8	44	63	57	52	27	89	71	38	56
No	17	42	29	26	38	36	12	25	39	27
Labor Force Status At Time Interviewed										
Not Available	-	-	-	-	-	1	-	-	-	-
Employed	1	6	3	5	2	1	3	4	2	5
Underemployed	37	28	11	15	23	24	7	13	17	15
Unemployed	58	65	77	79	72	72	87	81	75	76
(In School and Other) *Not in Labor Force	4	1	4	-	2	2	3	2	6	4

[1] Includes CEP, WIN, MDTA-OJT, MDTA-Institutional, and MDTA-Other.

*(Includes small number of family farm workers)

APPENDIX 13

COMPUTER ASSISTED MANPOWER PLANNING AND SERVICE SYSTEM

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS
UNIVERSITY OF ILLINOIS

COMPUTER ASSISTED MANPOWER PLANNING AND SERVICE SYSTEM

The purpose of this system would be to provide:

1) Service and information to:
   a) All agencies working in the Manpower Development field.
   b) Clients of these agencies.
   c) Employers in the State.
2) Planning capabilities to:
   a) All agencies concerned with manpower and economic development in the State on a local or state basis, as well as CAMPS committees.

The system consists of three data banks, each of which are partially in existence and might be revised and/or expanded for the purposes of this system. The three banks are:

1) Job Bank (Chicago)
2) Manpower Programs Bank (U.S. Department of Labor)
3) Socio-economic Data Bank (See Tables)

Some of the present difficulties appear to be:

1) Each program and/or agency has a different reporting system (See Appendix).
2) It is almost impossible to determine the actual number of individuals served by manpower programs due to overlap.
3) There is no feedback to agencies after a form is completed.
4) There is little, if any, manpower coordination within the State due to lack of any reasonably accurate information (from the Federal Government which is often the result of incomplete returns to them).

This report proposes the use of a State owned and operated computer system in which: a standardized form is used for all programs; information required by Washington would be supplied to them on computer tapes which were generated at the State level where the accuracy of the information could be better validated and errors could be corrected at the initial level.

Exhibit I is a schematic diagram of the entire system. The three major data banks appear in the top boxes. Each data bank consists of two subbanks: Job Bank: Employee and Employer subbanks; Manpower Program Bank: Client and Program Subbbank and; Socio-economic Bank: Current and Projected figures. Each of the first two data banks providing service and planning. The latter is purely a planning bank. In Exhibit I each data bank alone is shown as providing some information by itself (Job Market Planning, Program Success and Economic Data Bank). In addition, each bank provides a service by itself (excluding the Socio-economic data bank). The three sets of data banks with economic planning could be considered a manpower planning.

In terms of each data bank it seems appropriate to speak of stages of implementation. In general, they are:

Job Bank

Stage 1 (employee) - computerizing individual applicant's applications for a job.
Stage 2 (employer) - computerization of job orders from employers.

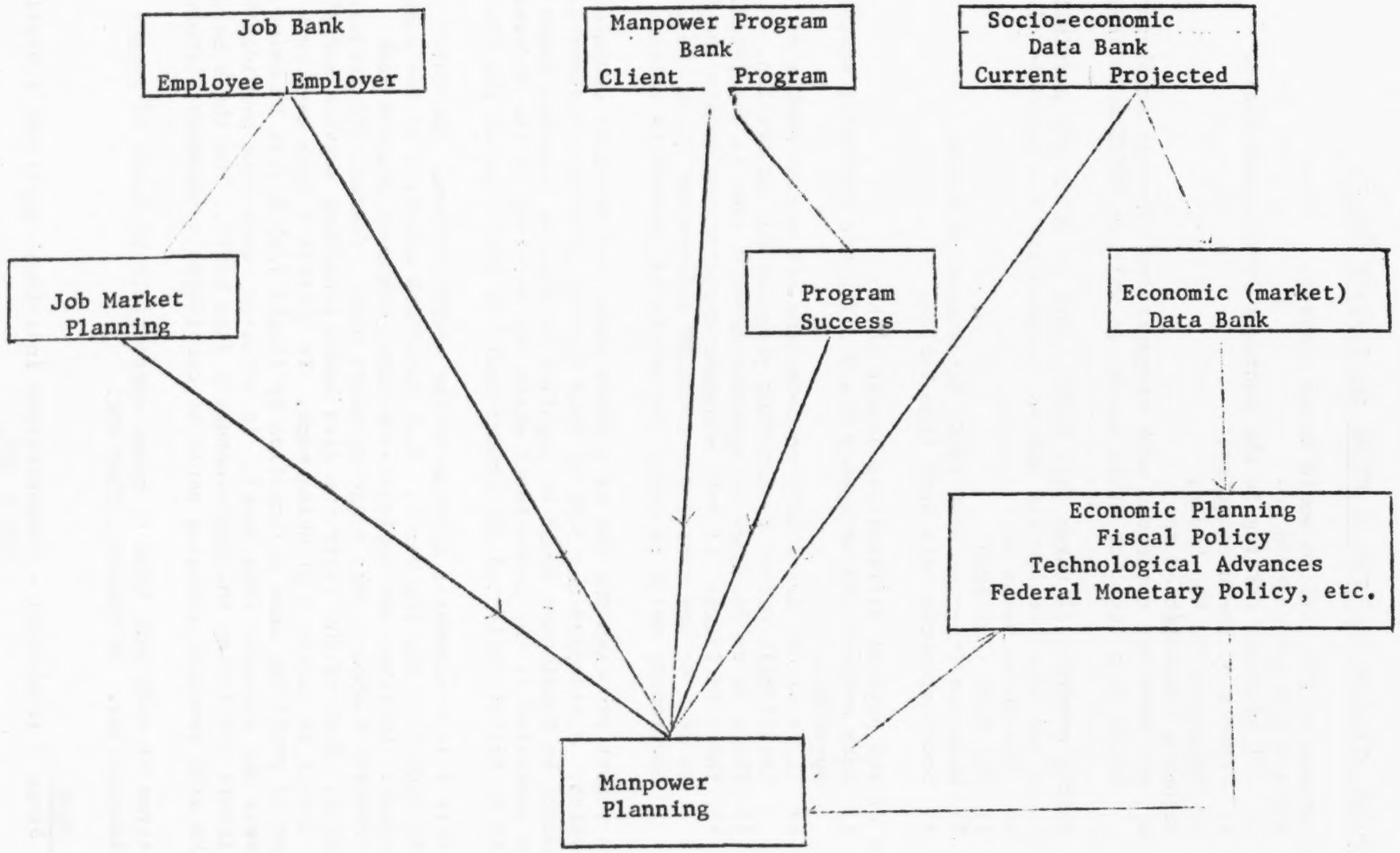

EXHIBIT I: Computer Assisted Manpower Planning and Service System (CAMPS)

Manpower Bank

Stage 1 (client) - computerization of information about clients served by a particular program.

Stage 2 (program) - computerization of programs services in operation by county.

Socio-economic Data

Stage 1 (current) - computerization of 1960-1970 Census data and output on a county basis.

Stage 2 (projected) - implementation of procedures in Tomorrow's Manpower Needs, Vol 2, U.S. Department of Labor.

As should be obvious, each stage corresponds to a particular subbank. Exhibit II is one master form which might be used in the job bank and the client portion of the Manpower Program Bank. Exhibit III shows the use of the various parts of the form for different situations. In reading this it is important to remember that a continued monthly or weekly feedback of individuals and job orders could be made to each agency of the individual applications and job orders submitted. These individuals would then be checked to see if the status is correct as indicated on the computer print out. This and one other form are presented here which are rather basic and purely illustrative. Presumably, the various agencies would be better equipped to design a model form.

Job Bank

Stage 1

This stage involves computerizing each individual applicant's application for a job. This could come from an agency or from an individual. (Part I, II and III of the Form in Exhibit 2). At this point output would be in response to a potential employer's Job Order only (Part I and II of the form in Exhibit 2). Upon request the operating agency would receive a list of individuals who had been matched with the employer's request in terms of (a) county or counties in which an applicant desires to work (b) type of occupation desired (c) number of years of experience the applicant had and (d) the starting salary he desired. At this stage the operating agency would screen out those individuals who did not want this information given to this particular company. This output to the operating agency might contain the information in Part 2 and 3 of the master form for each individual matched.

Stage 2

This stage involves storage of Employer requests which involves instantaneous matching of an applicant with a job opening and reporting to the appropriate agency. Again monthly reports of job openings and job applicants from the initiating agency would be supplied back to the initiating agency for updating.

Planning

Exhibit 6 describes some of the information that might be available for planning under this system.

EXHIBIT II

MASTER FORM

PART I - filled in for all applicants and job orders

1. DATE: _____

2. REFERENCE: _____ 1 = job seeker 2 = job order
3 = enrolled in program

3. OFFICE REPORTING #_____

4. SOCIAL SECURITY # OR JOB ORDER#_____ Order # for job openings
Social Security # for applicants

5. STATUS_____ 1 = ADD TO BANK 2 = DELETE FROM ACTIVE
3 = DELETE AND MOVE 4 = CORRECTION
5 = MOVE DO NOT DELETE
6 = FIND FEASIBLE PROGRAMS

PART II - filled in for all but concellations

6. NAME_____ (Company or applicant name)

7. ADDRESS_____ (Company or applicant address)

8. CITY_____ (Company or applicant city)

9. PHONE NUMBER_____ (Company or applicant phone #)

10. COUNTY DESIRED_____ (Company location or county preferred by applicant)

11. TYPE OCCUPATION DESIRED_____ (DOT) (Type OCC desired by applicant, OCC desired by employer)

12. NUMBER OF YEARS EXPERIENCE_____ (Minimum for employer) (Amount held by applicant)

13. STARTING SALARY_____ (MAX for employer) (MIN for employer)

13B. # OF OPENINGS_____ in job (for job orders only)

PART III - for applicants for jobs and in training

14. COUNTY OF RESIDENCE_____

15. LENGTH OF TIME OF LAST THREE JOBS_____

16. COMPANY TO WHOM APPLICANT DOES NOT WISH INFORMATION SENT_____

17. AGE_____

18. # DEPENDENTS_____

19. EMPLOYMENT STATUS: /_/ EMPLOYED FULL-TIME /_/ PART-TIME /_/ UNEMPLOYED

20. MARITAL STATUS: /_/ MARRIED /_/ SINGLE /_/ DIVORCED /_/ WIDOW /_/ OTHER

21. SCHOOL STATUS: /_/ IN SCHOOL /_/ OUT OF SCHOOL

22. EDUCATION: /_/ 8th GRADE OR LESS /_/ 9 to 11 years /_/ 12 or MORE YEARS

23. SEX: /_/ MALE /_/ FEMALE

24. HANDICAPPED: /_/ YES /_/ NO IF YES, TYPE_____

25. PRIMARY WAGE EARNER: /_/ YES /_/ NO

26. LAST YEAR SALARY: _____

27. PUBLIC ASSISTANCE RECIPIENT: /_/ YES /_/ NO

PART IV - for program enrollment

28. TYPE OF TRAINING _____ _____ _____(develop Codes)

(THREE TYPES ALLOWED FOR)

29. CONTRACT NUMBERS _____ _____ _____

30. EXPECTED DATE OF COMPLETION_____

PART V - to be filled in for (1) job order (2) applicant who is no longer to remain in job bank (3) completion of training program

REASON FOR CANCELLATION_____ _____

FOR EXAMPLE: 1 = job filled

2 = applicant hired

3 = applicant completed program

4 = applicant did not complete program

5 = applicant not hired

IF CODED 3 or 4 SHOULD APPLICANT BE PUT INTO JOB BANK _____YES _____NO

IF CODED 5 SHOULD APPLICANT BE PUT INTO A PROGRAM _____YES _____NO

IF YES COMPLETE PART 4

EXHIBIT III

	Part I	Part II	Part III	Part IV	Part V
New Job Applicant	Yes	Yes	Yes	No	No
Job Applicant Just Completed Program	Yes	No	No	Yes	Yes
Old Job Applicant Moved to Program	Yes	No	No	Yes	Yes
New Program Enrollee	Yes	Yes	Yes	Yes	No
Correction	Yes	Make correction where needed			

EXPLANATION OF MASTER FORM:

Status codes from the master form have the following meanings:
Each time a form is filled out it can mean only one of the 5 codes:

1) Add to Bank. The three banks are specified in #2.
2) Delete from active means the agency has nothing further to do with him.
3) Delete and move means delete the old classification and move to the new classification specified in Part 5.
4) Correction: An error was made specify only the correction to be made.
5) Move do not delete make the change specified in five but don't change his present status.
6) Find a feasible training program for this individual.

EXHIBIT IV

PROGRAM REPORTING FORM (Complete Part A for each service this year)

P A R T A

Fiscal Year_____

Dollars Allocated_____

Permanent Code of Tyoe of Aid_____

Office Conducting Service_____

Number of slots expected to be available_____

Contract Number_____ _____

P A R T B

Complete only if type of program is not already in the System or a change is to be made.

Name of Agency_____

Address of Training Location_____

Phone #_____

County operated in_____

Date service is to begin_____

Type of occupational training_____ DOT

Age restrictions: ___Less than 18 ___Less than 21 ___Less than 64 ___Over 64

Employment Status restrictions: ___Employed ___Part-time Employed
___Unemployed

School Status restrictions: ___In school ___Out of School

Education Restrictions: ___8th grade or less ___Less than 11 yrs.

___Less than 12 yrs. ___More than 12 yrs.

Handicapped restrictions: ___Yes ___No

Salary limitation: _____

Public Assistance recipients only: ___Yes ___No

Manpower Program Bank

This is presently operated by the U.S. Department of Labor. Considerable missing information prevents really accurate analysis.

Stage 1

This consists of computerizing different demographic variables of participants in programs. Allowing for analysis of success of programs in terms of location (county data) and various demographic variables. (Demographic variables as shown in Exhibit II Parts I, II, III and IV) In addition, accurate estimates of individuals served by programs could be obtained by using social security number as the sorting variable. In addition, feedback to the operating agency regarding expected completion date on a monthly or weekly basis would permit moving the individual from program status to job bank status quickly. Further, the feedback of information from the job bank of individuals unemployed and the length of time in the job bank might indicate the need for a manpower program of some type.

Stage 2

This stage involves the input of programs to be operated in a particular area. (See Exhibit IV as an illustrative example). Initially this could serve as a guide to intake centers showing feasible programs in the area for an individual. At a later date one of the programs might be opted for on the basis of previous successes ratios and the particular area in which the individual lives. Exhibit 5 indicates the Service functions of each of the first two fully operative systems:

EXHIBIT 5

BANK	BASIC	RELATION
JOB BANK	Monthly report of jobs and job seekers (totals and specific)	Length of time in job bank should individual be moved to a program
	Matching jobs and the individual	Exhibit 2 (Parts 1 and 5)
MANPOWER PROGRAM BANK	Monthly report of completions, terminations, etc.	Completion of training should individual be in job bank
	Output of feasible programs for the individual in that area.	Exhibit 2 (Parts 1 and 5)

In addition to these functions this system should allow for cost benefit analysis of various programs. After the first year of operation some indication of the number of slots which can be made available per dollar could be shown if the dollars per contract were divided by the number of people served. Exhibit 6 in the row on Manpower Program Bank provides some information concerning the planning capabilities of this system.

Socio-economic Data Bank

This bank would supply information on the economic situation in various areas in the state at a particular point in time and should contribute to general economic planning in the state. Projections would also be generated in this area. Tomorrow's Manpower Needs, Volume I Developing Area Manpower Projections Bulletin No. 1606 is one procedure that could be used. Basically, this corresponds to the information shown in Exhibit 6 in the row labelled Economic Data Bank.

EXHIBIT VI[a]

POSSIBLE TABLE HEADINGS FOR SHORT RANGE AND LONG RANGE PLANNING

	Stage 1	Stage 2
	Computerization of Job Applications	**Computerization of Job Orders**
JOB BANK	1) Total number of individuals processed in job bank. 2) Total number of individuals still looking for work. 3) People looking for work for over___days 4) Number of unemployed looking for jobs: All of the above could be broken down by occupation and other demographic variables. 5) Number of job requests unfilled by occupant.	1) All headings included in Stage 1. 2) Quicker matching of people and jobs. 3) Analysis of job market conditions and trends. 4) Job vacancies output on a statewide basis.
	Computerization of Characteristics of Clients	**Computerization of Program Availability**
MANPOWER PROGRAM BANK	1) Number of individuals in a specific program. 2) Number of completions in a specific program. 3) Expected completion dates of current enrollees in a specific program: All of the above could be broken down by occupation and other demographic variables. 4) Data generated for research in to success for different types of programs.	1) All headings to the left. 2) Cost per individual per program per success. 3) Service function communication between agencies.
	Current	**Projections**
SOCIO-ECONOMIC DATA	1) Generation of "universe of need" AMPR. 2) Distribution of: population by characteristic; sex, age, occupation; industrial makeup, etc., all in terms of distribution within the state, CAMPS area, etc. 3) Data for general economic planning (see tables)	1) Refer to "Tomorrow's Manpower Needs," Vol. I, Department of Labor 2) Occupational projections. 3) Industry projections. 4) Projected civilian work force. 5) Data series as a specification of the constraints of various types of training.

a. Table headings can be broken down by State, Camps area, counties or agencies, and time period for purposes of planning.

Manpower Planning with Combined Subbank Usage

Exhibit 6 indicates the type of information that might be generated from this system. The main feature here is to provide an explanation of how the outputs from the data banks (all at Stage 2) might provide the basis for manpower planning.

Output from the Socio-economic bank should provide information on the number of people that will need aid in a specific period of time as well as demographic characteristics of these individuals. In addition for state planning the relative distributions of these characteristics within CAMPS areas might be supplied while for the CAMPS area planners the relative distribution within the counties might be supplied. "The Universe of Need" in terms of the appropriate demographic variable would then be supplied to the planners for proper adjustments that might be necessary.

The second output might consist of information on the characteristics of successful trainees (presumably provided by research on the Manpower Program Bank) in various programs from the Manpower Program Data Bank. In addition estimates of slots to be open during the year based on the years previous cost per enrollee and this years expected expenditures might be provided. Further, the theoretical occupational projections (See Tomorrow's Manpower Needs) might be supplied from the Socio-economic data bank. Also this might be supplied in addition to the previous years experience with the job bank in terms of slots in various occupations within the appropriate area. This output must be supplied in a form appropriate. For example, for a CAMPS Committee it might be supplied for the State, the CAMPS area, and the counties in that CAMPS area.

The first output supplies the general need; the second the constraints in the Area, County, or State. On a statewide basis, the objective might be to maximize overall state effectiveness relative to given input from the federal government in terms of funds and overall state and federal economic policy. This would require additional information from the general economic situation. This would limit the freedom to use different types of programs but would not limit the best allocation of given resources within the State.

Implementation and Summary

The purpose of this system is to supply information for the benefit of the individuals served and the agencies involved in manpower programs. It would be expected that changes toward improvement in the forms shown could be made. However, the only reason the forms were generated was to show that some order could be imposed upon reporting systems with the hopes of lessening the burden of filling out many different forms and increasing both the usefulness of the forms and the time spent with clients. This type of system seems consistent with SB 899:

> "The Governor shall cause to be prepared...a comprehensive plan... providing for the optimum use of resources for the development of the State's human resources."

and with the concepts of CAMPS as a planning rather than data gathering system. This system provides information to CAMPS Committees and/or agencies which could interpret and add to the data on a local level. Nor does this system seem inconsistent with Federal Policy.

Implementation on a pilot basis in certain counties might be advisable. Initially batch processing where input is sent to a computer center could be used. Computer terminals that tie into the Statewide system at various locations throughout the State would, of course, be the ideal situation.

APPENDIX
EXISTING PROGRAM REPORTING FORMS

Form No.	Program
BWTP-9	NYC Out-of-School, NYC In-School, NYC Summer, Operation Mainstream, New Careers
MA-101	CEP, WIN, OIC, PSC
MA-102	MDTA-Institutional, MDTA-OJT, NYC Out-of-School, Operation Mainstream, New Careers
MA-103	MDTA-Institutional, MDTA-OJT
MA-104	CEP, WIN, OIC, PSC
MA-250(OIC)	OIC(NA)
MA 5-16	CEP, WIN
MA 5-30	CEP, WIN
OJT-f/MT-4	MDTA-OJT
MT-5	MDTA-Institutional
NYC-16	NYC Out-of-School, Operation Mainstream, New Careers
MA 5-19	PSC
MA-111	NAB-JOBS
MA-114	NAB-JOBS
MA-115	NAB-JOBS
MA 5-17	NAB-JOBS
ESARS 1-2-3	ESARS SYSTEM
OTHER FORMS	PLUS AGENCIES NOT INCLUDED IN THE ABOVE PROGRAMS

APPENDIX 14

PROJECT PROPOSAL: AN EXPERIMENTAL EFFORT IN ORGANIZING A MANPOWER REPORT TO THE GOVERNOR

May 19, 1970

INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

Proposal: An Experimental Effort in Organizing a Manpower Report to the Governor

Principal Investigators: Melvin Rothbaum, Director, Institute of Labor and Industrial Relations, and Walter Franke, Professor of Labor and Industrial Relations.

Time Period: June 15 to September 30, 1970

Purpose: To design a model manpower report to serve as a bench mark in regard to the status of manpower problems and programs in Illinois and as a possible format for future reports and evaluations. The project is viewed as a possible first step in developing a manpower planning capacity for the State of Illinois.

Description: The project will experiment with various alternatives in regard to the scope, organization and content of a State manpower report. The goal is a report that will both summarize the existing state of affairs and be a useful basis for developing and adjusting manpower policies. The project will consider (but not be limited to) the following:

(1) What coverage is most workable and useful? Presumably a manpower report should not be burdened with a complete general economic analysis of the state. At the other end of the spectrum, it should not become mired in minor manpower program detail. Alternative lines of demarcation will be explored, taking into account other reports that are available to the Governor.

(2) Which of several possible organizing principles is likely to be both feasible and illuminating? A report could be organized by functional areas (manpower planning, job development, human resource development, etc.), by target group (youth, aged, handicapped, migrant workers, etc.), by agency, by program, by geographic area, or by some combination of these. The project will explore the availability of information for these various approaches and evaluate their relative usefulness for policy-making purposes.

(3) In light of the decisions arrived at in (1) and (2) above, what are the most important statistical and program data gaps and how might they be remedied? Can the material be secured from existing agency data, from revised program reporting, new or revised sample surveys, etc.? Where possible, individuals or agencies capable of taking on these tasks will be identified.

Method: The project will be carried out in the following steps:

(1) Assembly, integration and analysis of available data from existing reports, agencies, etc.

(2) Preparation of an extended outline of a model report.

(3) Review of this outline with State and other officials.

(4) A working draft of a State manpower report. Depending upon the information that is available in this limited time period, various sections of this draft may vary from fairly finished manuscript to quite rough sketches with technical reports indicating the problems involved and how they might be remedied.

APPENDIX 15

AREA F CAMPS PLAN

PART B

FISCAL YEAR 1971

STATE OF ILLINOIS
COOPERATIVE AREA MANPOWER PLANNING SYSTEM
AREA F CAMPS COMMITTEE

Comprehensive Manpower Plan for Fiscal Year 1971, Part B

The attached Area F Plan under the Cooperative Area Manpower Planning System represents the combined efforts and full participation of the State and federal agencies which directly administer federally-assisted programs relating to manpower services.

In an earnest attempt to implement the CAMPS program in Area F, the committee has unanimously decided to not submit a Part B Plan as requested by various directives from the State Secretariat.

This action is not taken lightly but with the overall future of CAMPS in mind. Since we have a real concern for the fate of CAMPS, we must report that the Area F Committee, although an extremely viable and active Committee, is inadequate to complete Part B. There is insufficient time, and the timing has been a problem.

It is an axiom of administration that authority should be commensurate with responsibility. We of the Area F Committee acknowledge that priorities and funding are established on a statewide and on a national basis, and that we have little or no input into that process. It is also apparent that the information requested in Part B is already available at the state level and reporting activity by us would be a duplication of effort and redundant.

It is the recommendation of the committee that a full-time CAMPS Coordinator be assigned to work in liaison to Area F who would be a resident of the area with a job description carefully delineated by the Department of Personnel. We also recommend that publicity concerning CAMPS be promulgated through the various media, and we request the Area Chairmen be a part of the State Committee.

In conclusion, this action has not been taken lightly but its inspiration was derived from the introduction to the Part B State of Illinois CAMPS FY 1970, "CAMPS will never be used as a threatening device to any agency or program, nor will it serve as a rubber-stamp mechanism to expedite or bypass sincere planning, cooperation and coordination."